

SBDCNet

NATIONAL INFORMATION
CLEARINGHOUSE

ASBDC 2013 SALARY SURVEY

An SBA, ASBDC and SWTXB SBDC Partnership



This material is based upon work supported by the U.S. Small Business Administration. Any opinions, findings, conclusions or recommendations expressed are those of SBDCNet and do not necessarily reflect the views of the U.S. SBA. This U.S. Small Business Administration (SBA) Grant is funded by the SBA. SBA's funding is not an endorsement of any products, opinions, or services; All SBA funded programs are extended to the public on a nondiscriminatory basis.



Executive Summary

The FY 2013 Salary Survey was completed in May 2013 by referencing source data provided by ASBDC members from current FY/CY 2013 SBDC Cooperative Agreements. Information analyzed and presented represents data received from 46 individual network submissions.

This study outlines SBA regional and national comparisons for positions found within the SBDC program network. Historically, the salary survey has been used in several ways, none the least of which has been for position comparability and negotiation support with host institutions.

The SBDC National Information Clearinghouse would like to thank all survey participants.

Methodology

December, 2012

- Request for key personnel section of the FY 2013 budget proposal sent to all State, Executive and Regional SBDC Directors

Data was categorized according to the following variables:

- job title
- state
- annual salary
- regions

To ensure accuracy, data was manually reviewed following entry into Microsoft Excel software and thrice checked against the reporting organizations' key personnel charts. A series of statistical analyses were performed and comparisons of mean salaries between regions were prepared in table and chart formats. A total of 1,686 salaries were submitted resulting in excess of 10,000 pieces of data manipulated to produce the 2013 salary survey.

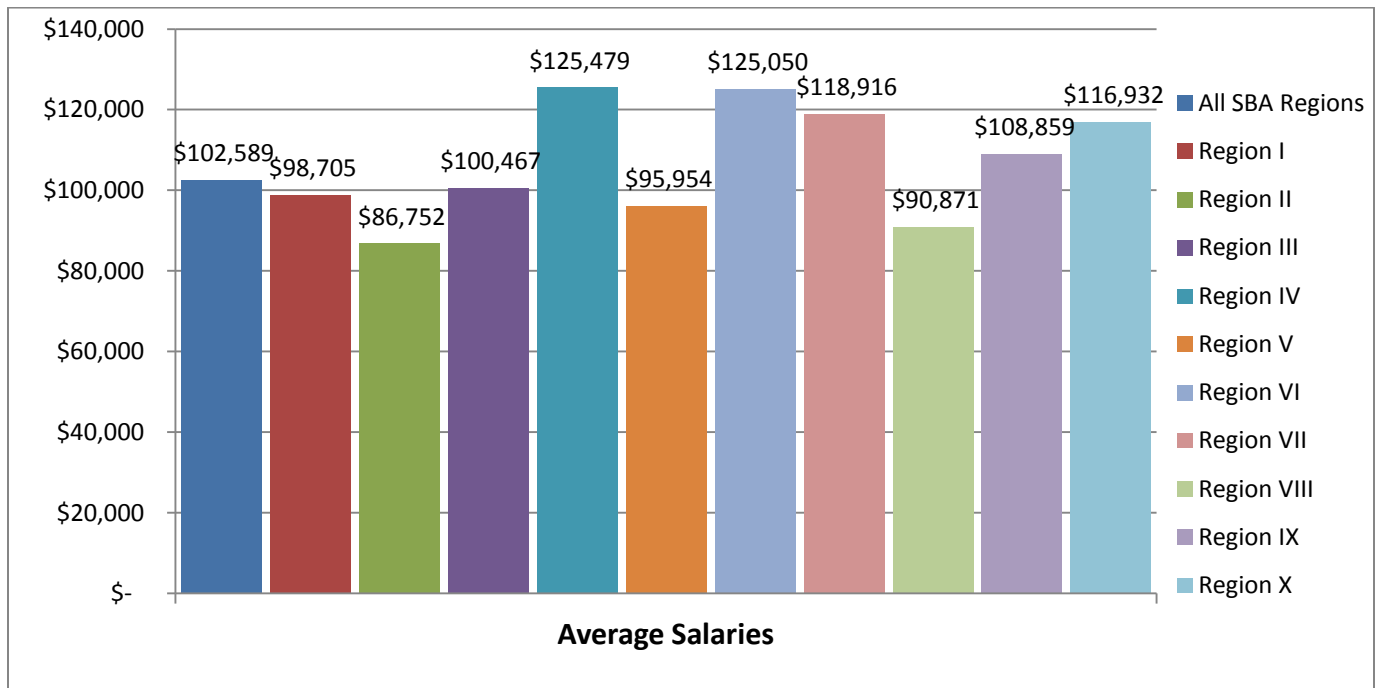
Data Considerations:

- All Part-Time positions were excluded from the analysis of the salary survey.
- Titles with 3 or fewer occurrences were considered to be outliers and also excluded.
- All thresholds to determine "Level I" and "Level II" were based on natural breaks in salary data.
- Graphs with "0" instances of a job classification means that there were no clearly identifiable job titles for that category for that region's graph.
- "Average Salaries" refer to the average salaries for each respective category and region rather than the entire network average. For example, the "State Directors" graph reports the average State Director salaries for XXX region. All averages were done by calculating the individual category salaries reported.

Responding States/Regions

Region	States/Centers Responding	States/Centers Non-Responding
I	ME, MA, VT	RI, CT, NH
II	NY, VI	NJ, PR
III	DE, DC, PA, VA, WV	MD
IV	AL, FL, GA, KY, MS	SC, NC, TN
V	IN, MI, MN, OH, WI	IL
VI	AR, LA, NM, TX-HOU, SWTXB	NTX, NWTX, OK
VII	IA, KS, MO, NE	None
VIII	CO, MT, ND, SD, UT, WY	None
IX	CA(Northeastern, Northern, Inland Empire, UC Merced, Los Angeles), HI, NV, Pacific Islands	American Samoa, AZ, CA(San Diego)
X	AK, ID, WA	OR
Total	46	17

State Directors 2013

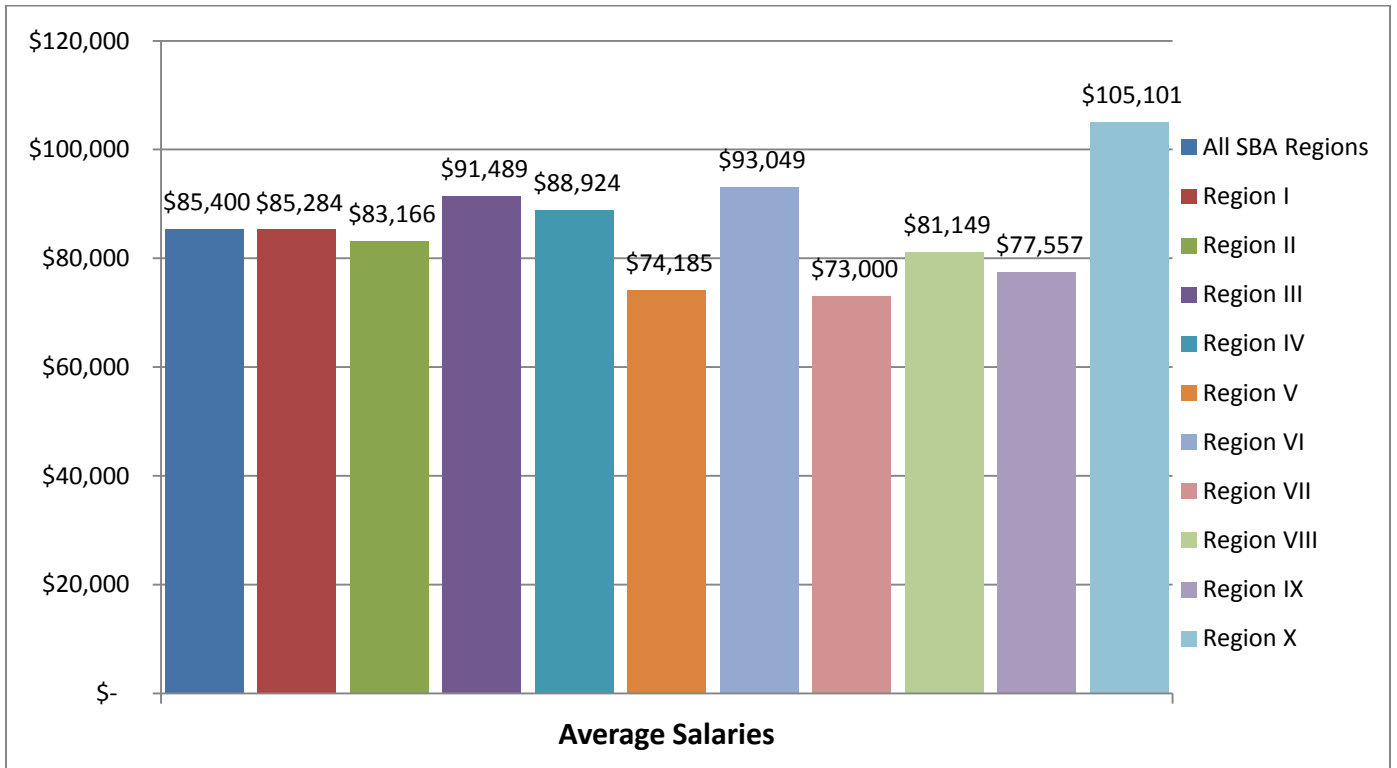


Statistical Analysis

Number	45
Mean	\$ 102,589
Median	\$ 101,657
Std. Deviation	\$ 23,237
Minimum	\$ 64,890
Maximum	\$ 161,757
Percentile	
	50 \$ 101,657
	60 \$ 106,393
	70 \$ 110,000
	80 \$ 118,306
	90 \$ 138,012

* For a list of job classifications included, please refer to Appendix A

Associate/Assistant State Director Level I 2013

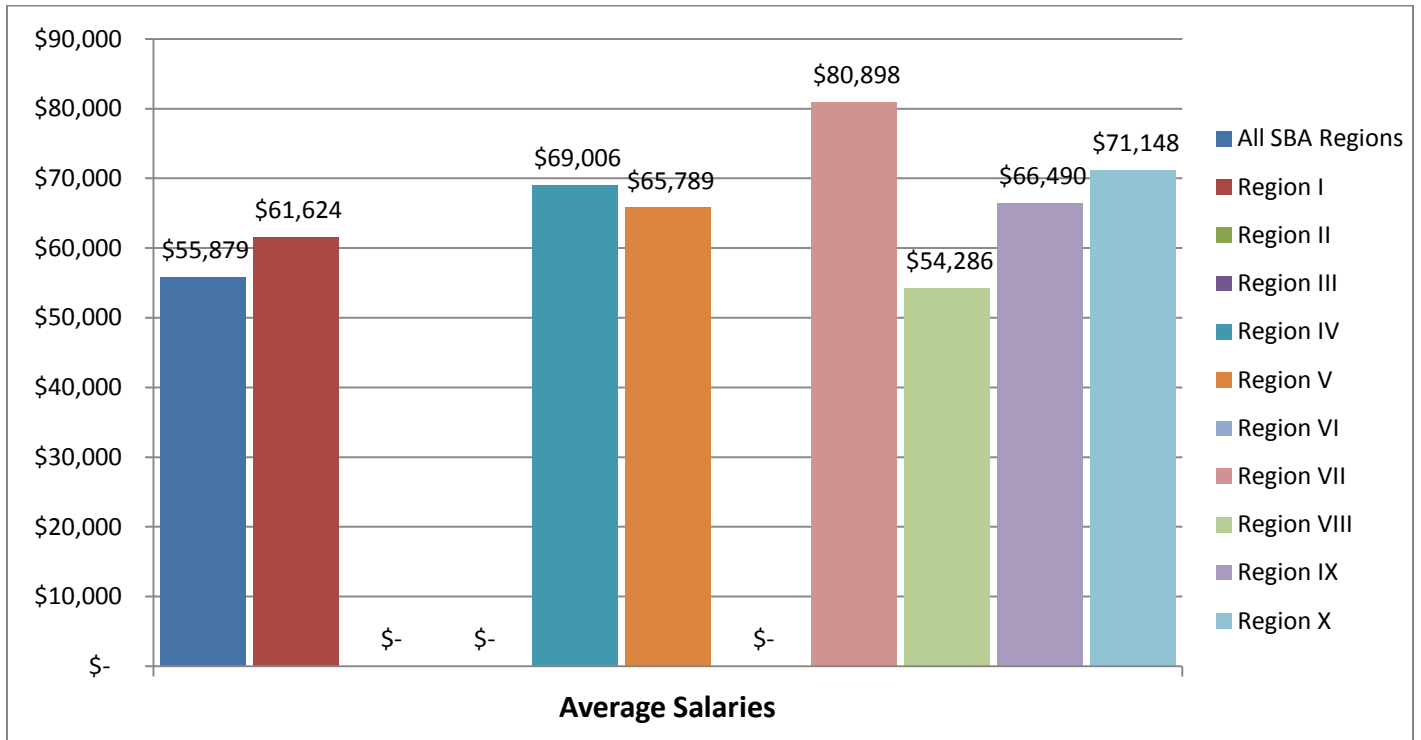


Statistical Analysis

Number	28
Mean	\$ 85,400
Median	\$ 80,116
Std. Deviation	\$ 14,983
Minimum	\$ 70,200
Maximum	\$ 135,201
Percentile	50
	60
	70
	80
	90

* For a list of job classifications included, please refer to Appendix A

Associate/Assistant State Director Level II 2013

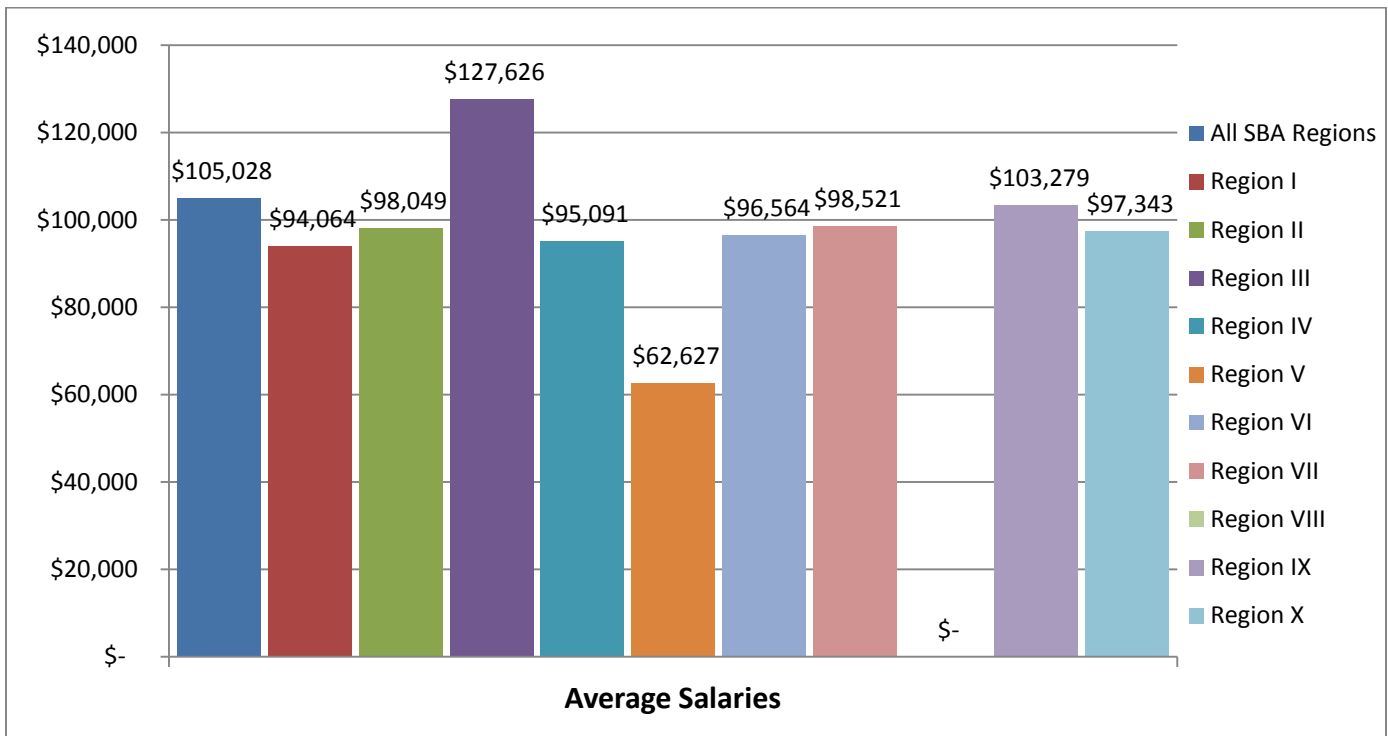


Statistical Analysis

Number	17
Mean	\$ 55,879
Median	\$ 59,128
Std. Deviation	\$ 13,542
Minimum	\$ 26,914
Maximum	\$ 70,000
Percentile	50 \$ 59,128
	60 \$ 62,255
	70 \$ 64,907
	80 \$ 67,569
	90 \$ 68,956

* For a list of job classifications included, please refer to Appendix A

Center Director Level I 2013

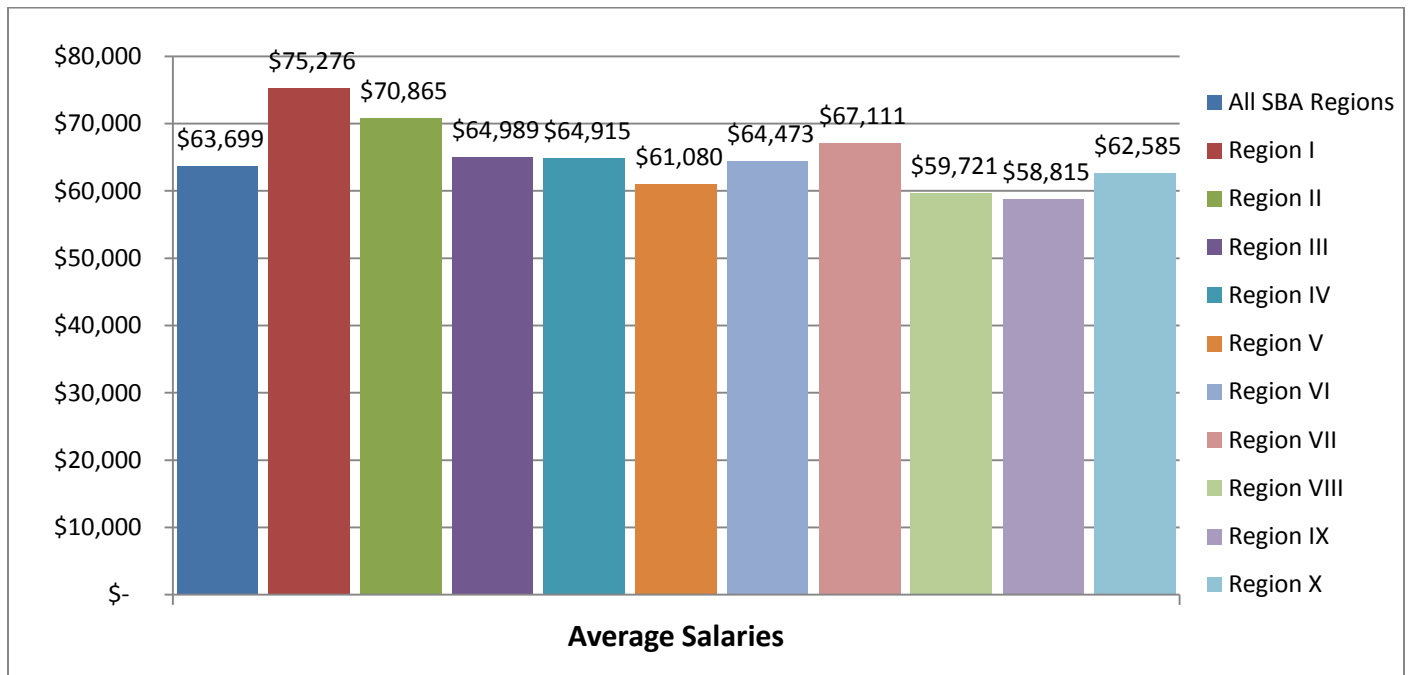


Statistical Analysis

Number	43
Mean	\$ 105,028
Median	\$ 98,598
Std. Deviation	\$ 19,033
Minimum	\$ 90,000
Maximum	\$ 169,217
Percentile	
	50 \$ 98,598
	60 \$ 100,142
	70 \$ 103,561
	80 \$ 108,209
	90 \$ 131,291

* For a list of job classifications included, please refer to Appendix A

Center Director Level II 2013

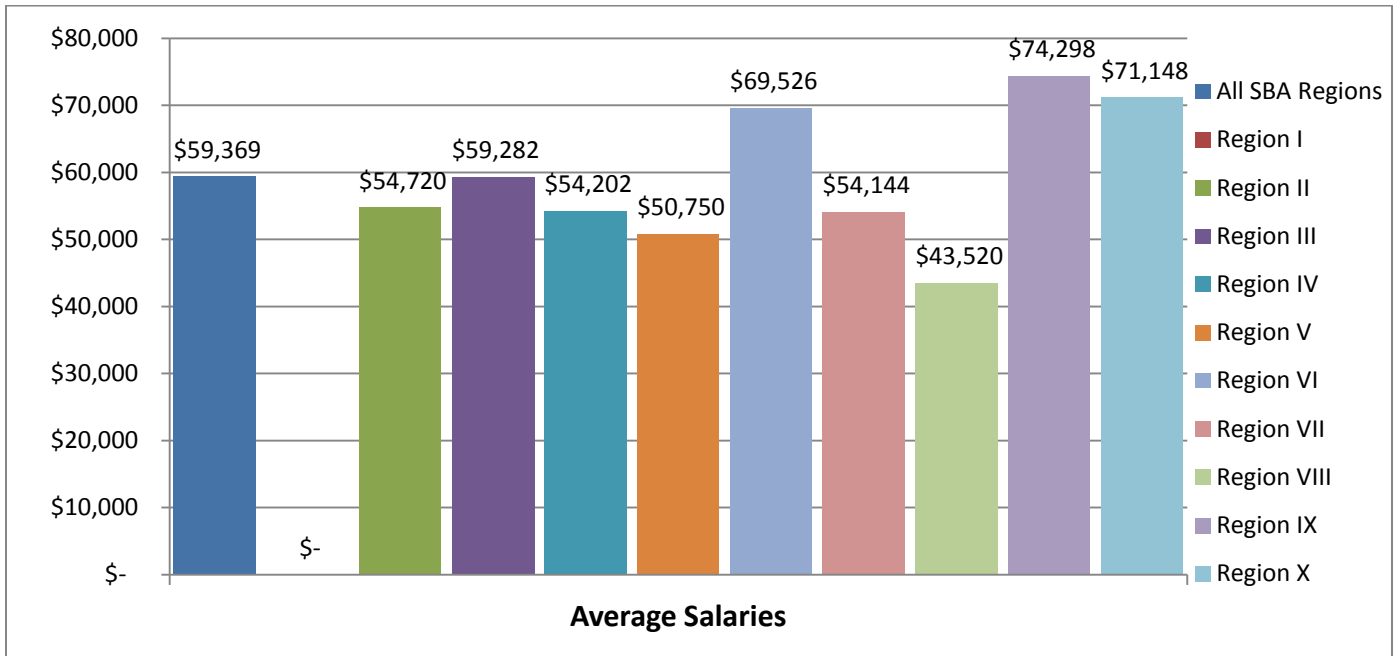


Statistical Analysis

Number	337
Mean	\$ 63,699
Median	\$ 62,469
Std. Deviation	\$ 14,272
Minimum	\$ 22,516
Maximum	\$ 123,263
Percentile	
	50 \$ 62,469
	60 \$ 67,460
	70 \$ 71,100
	80 \$ 77,045
	90 \$ 82,823

* For a list of job classifications included, please refer to Appendix A

Assistant Center Director 2013

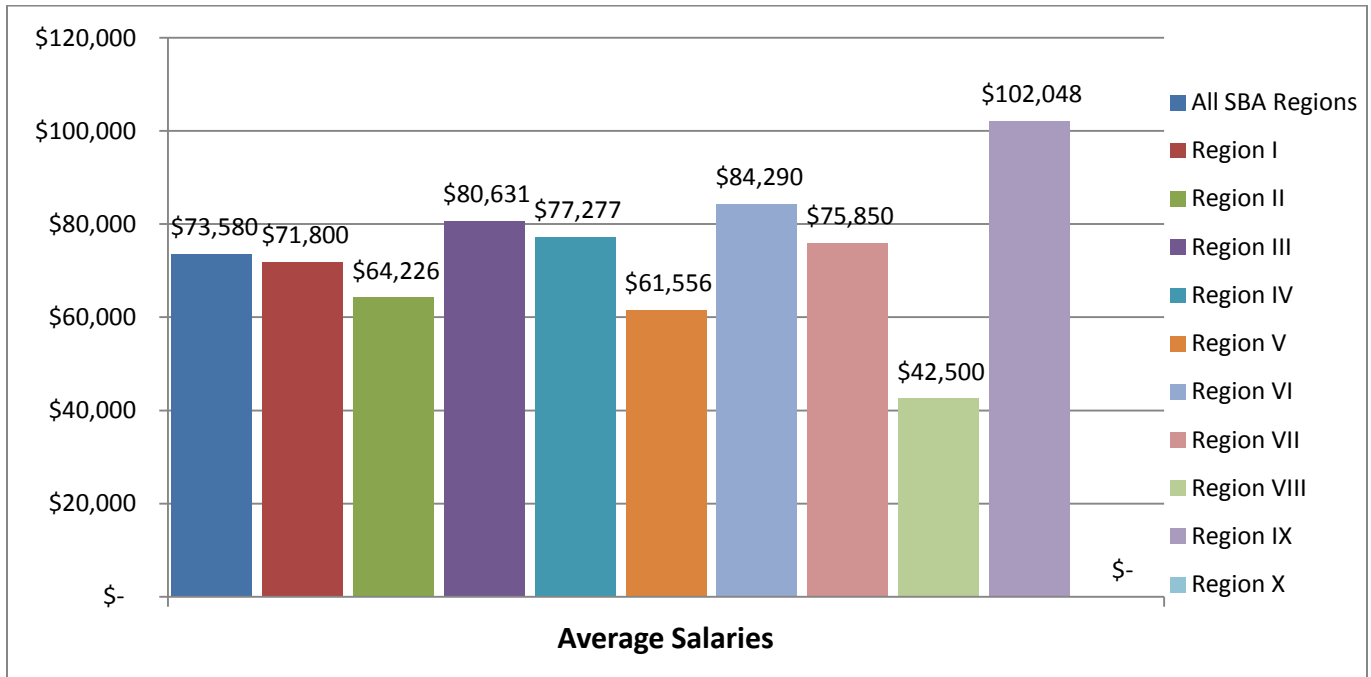


Statistical Analysis

Number	68
Mean	\$ 59,369
Median	\$ 57,670
Std. Deviation	\$ 16,029
Minimum	\$ 33,430
Maximum	\$ 111,567
Percentile	50 \$ 57,670
	60 \$ 60,000
	70 \$ 62,005
	80 \$ 68,790
	90 \$ 82,990

* For a list of job classifications included, please refer to Appendix A

Director of Specialty Programs 2013

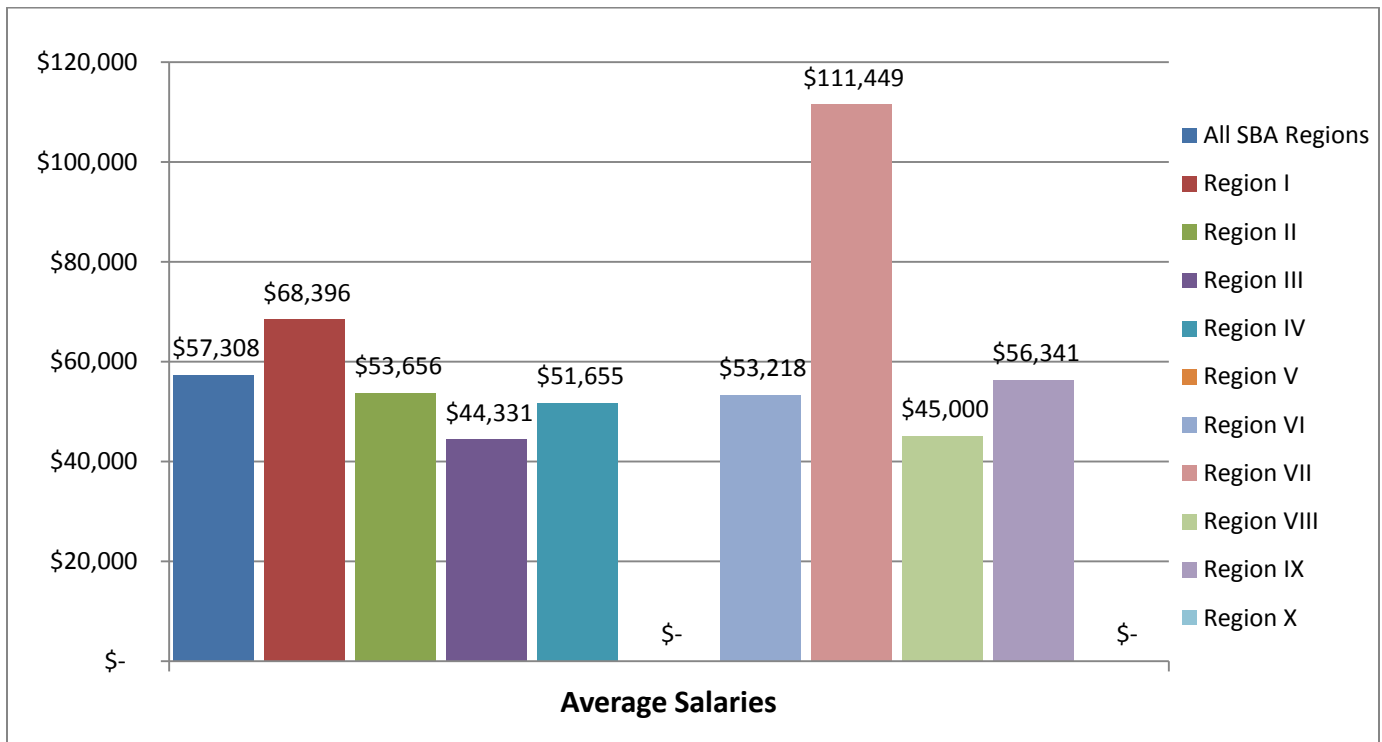


Statistical Analysis

Number	35
Mean	\$ 73,580
Median	\$ 71,646
Std. Deviation	\$ 25,356
Minimum	\$ 35,300
Maximum	\$ 153,066
Percentile	50
	60
	70
	80
	90

* For a list of job classifications included, please refer to Appendix A

Senior Business Advisor 2013

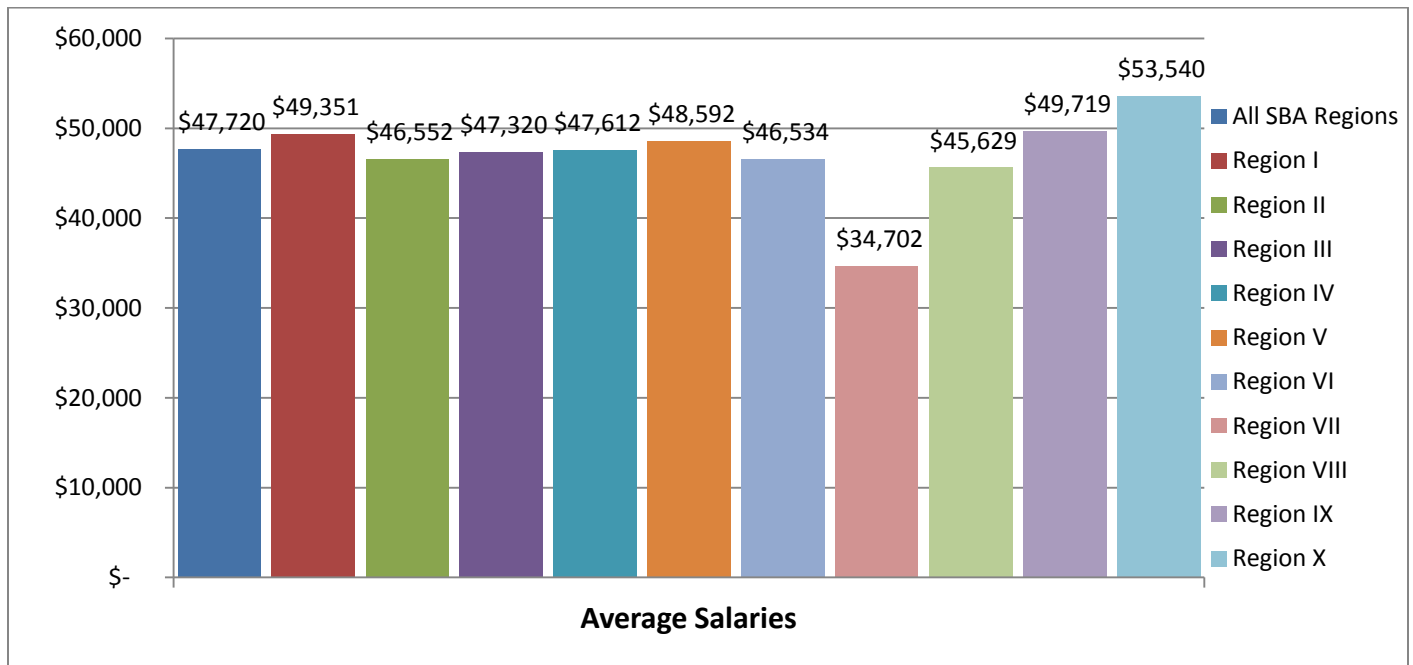


Statistical Analysis

Number	45
Mean	\$ 57,308
Median	\$ 55,539
Std. Deviation	\$ 13,396
Minimum	\$ 21,132
Maximum	\$ 111,449
Percentile	50
	60
	70
	80
	90

* For a list of job classifications included, please refer to Appendix A

Business Advisor 2013

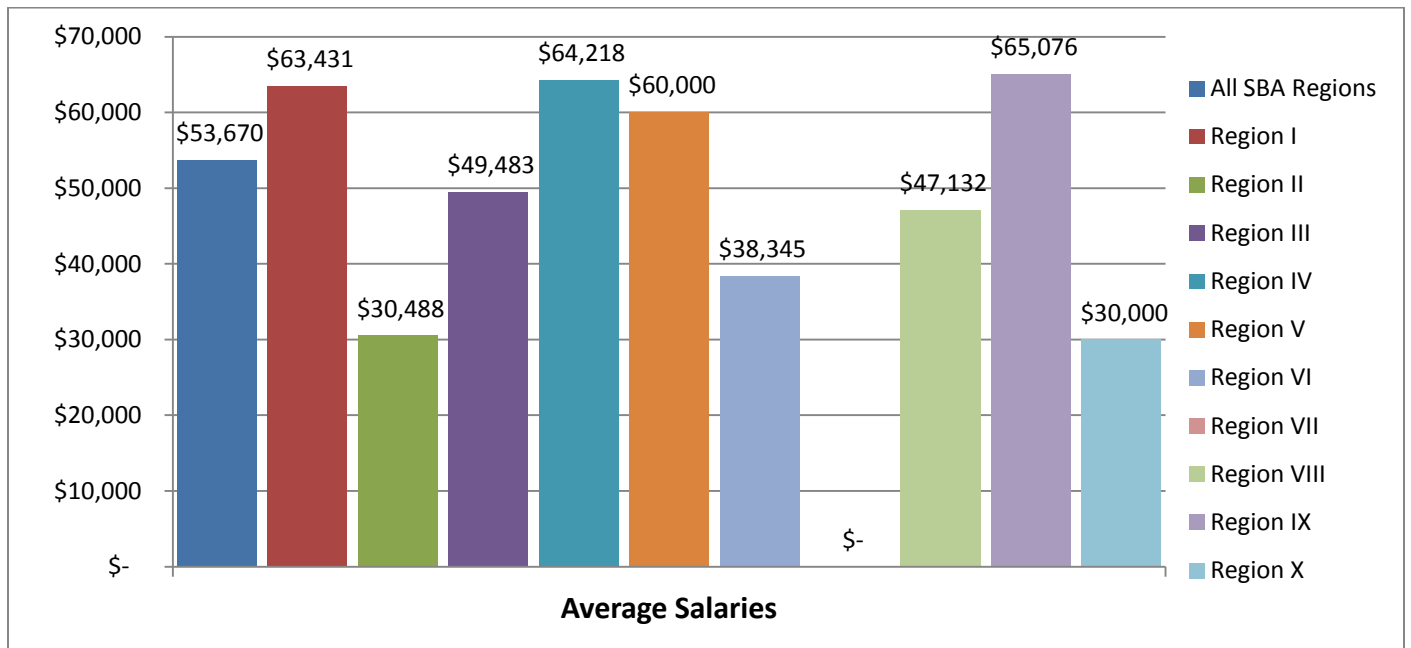


Statistical Analysis

Number	594
Mean	\$ 47,720
Median	\$ 46,553
Std. Deviation	\$ 12,988
Minimum	\$ 20,000
Maximum	\$ 120,000
Percentile	
	50 \$ 46,553
	60 \$ 49,422
	70 \$ 52,518
	80 \$ 56,802
	90 \$ 61,892

* For a list of job classifications included, please refer to Appendix A

Specialty Center Advisor 2013

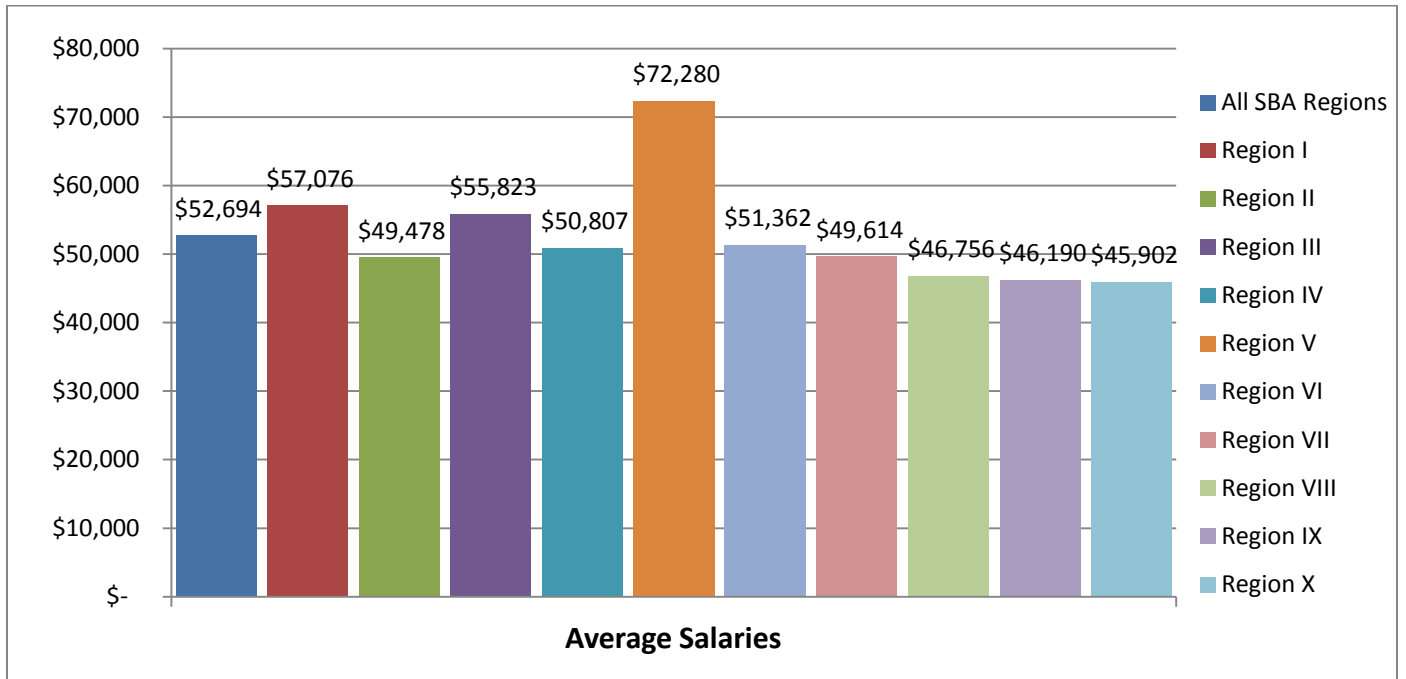


Statistical Analysis

Number	26
Mean	\$ 53,670
Median	\$ 51,646
Std. Deviation	\$ 15,782
Minimum	\$ 24,098
Maximum	\$ 82,152
Percentile	50
	60
	70
	80
	90

* For a list of job classifications included, please refer to Appendix A

Information Technology (IT) 2013

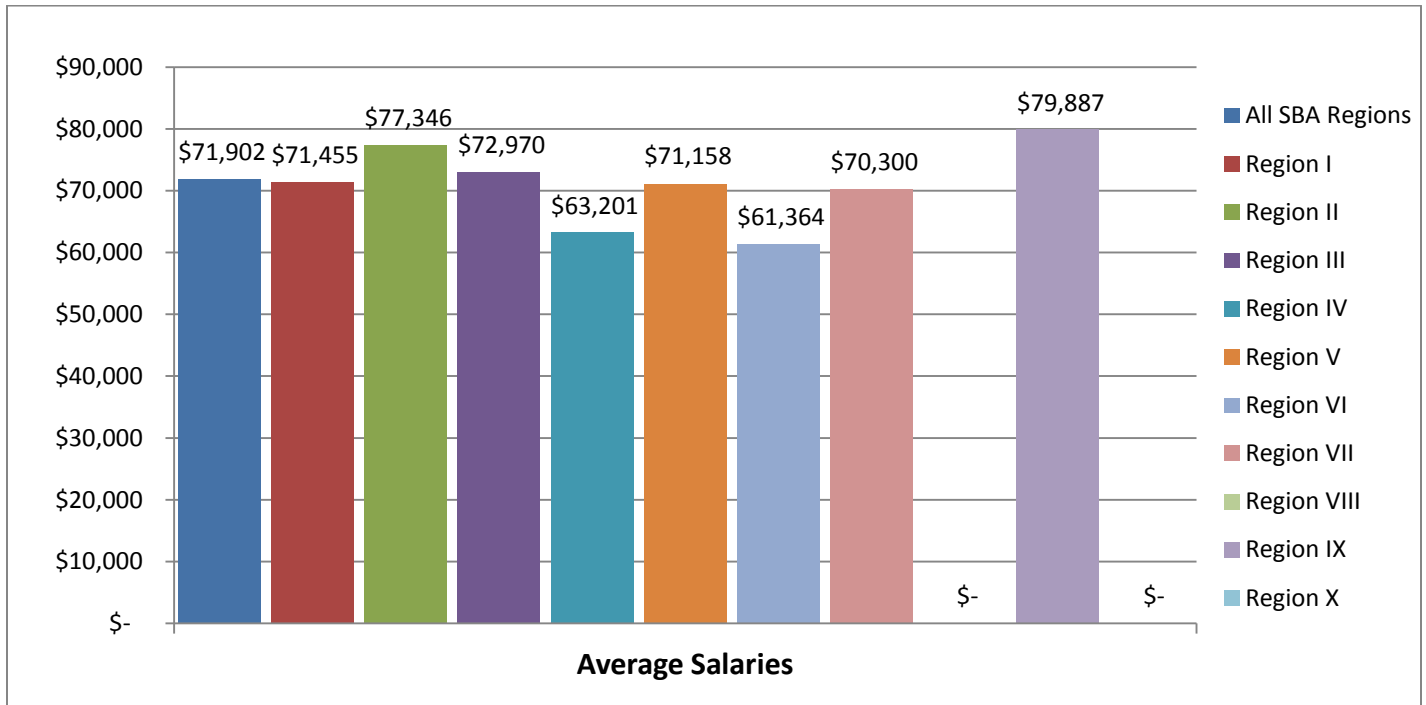


Statistical Analysis

Number	45
Mean	\$ 52,694
Median	\$ 50,000
Std. Deviation	\$ 15,495
Minimum	\$ 25,000
Maximum	\$ 93,158
Percentile	50
	60
	70
	80
	90

* For a list of job classifications included, please refer to Appendix A

Accounting, Grants and Finance Level I 2013

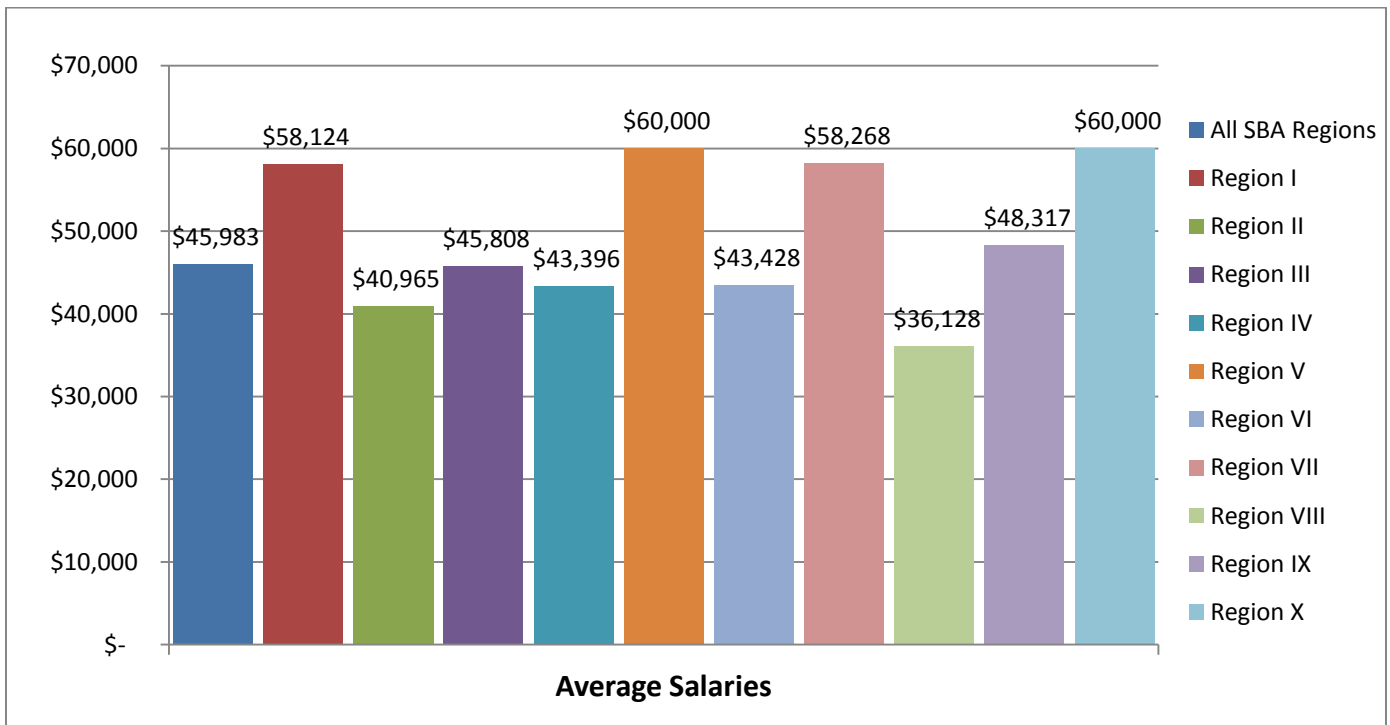


Statistical Analysis

Number	18
Mean	\$ 71,902
Median	\$ 70,878
Std. Deviation	\$ 8,155
Minimum	\$ 61,158
Maximum	\$ 92,650
Percentile	
	50 \$ 70,878
	60 \$ 73,393
	70 \$ 75,175
	80 \$ 78,389
	90 \$ 80,425

* For a list of job classifications included, please refer to Appendix A

Accounting, Grants and Finance Level II 2013

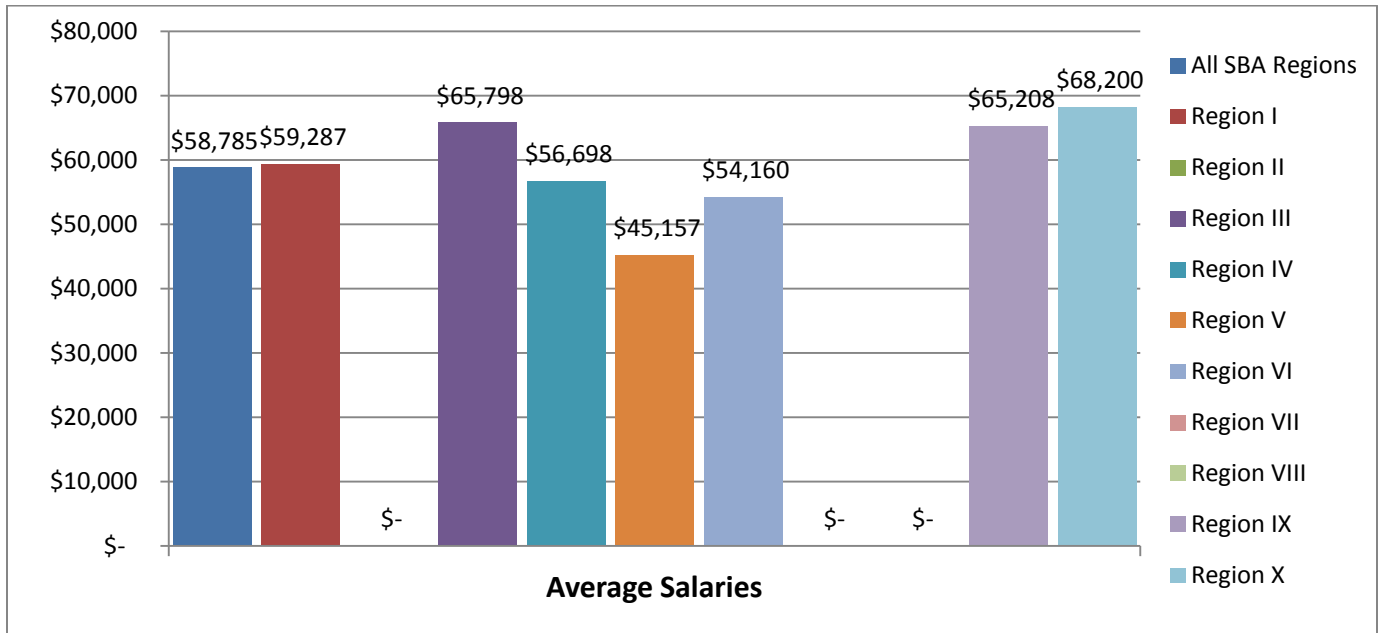


Statistical Analysis

Number	34
Mean	\$ 45,983
Median	\$ 44,180
Std. Deviation	\$ 8,869
Minimum	\$ 25,000
Maximum	\$ 67,053
Percentile	
	50 \$ 44,180
	60 \$ 47,346
	70 \$ 49,088
	80 \$ 53,110
	90 \$ 58,961

* For a list of job classifications included, please refer to Appendix A

Training Coordinator/Marketing Level I 2013

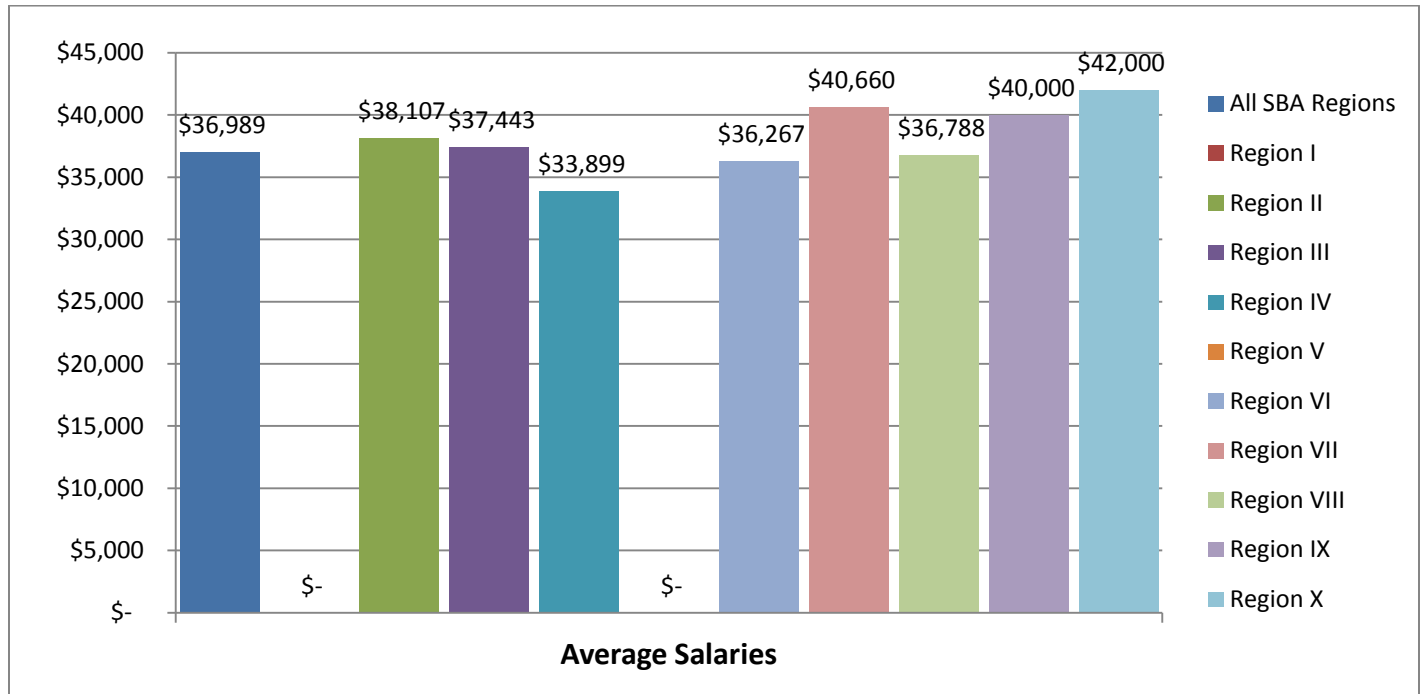


Statistical Analysis

Number	28
Mean	\$ 58,785
Median	\$ 54,950
Std. Deviation	\$ 13,241
Minimum	\$ 45,157
Maximum	\$ 105,258
Percentile	
50	\$ 54,950
60	\$ 58,853
70	\$ 60,455
80	\$ 66,200
90	\$ 71,035

* For a list of job classifications included, please refer to Appendix A

Training Coordinator/Marketing Level II 2013

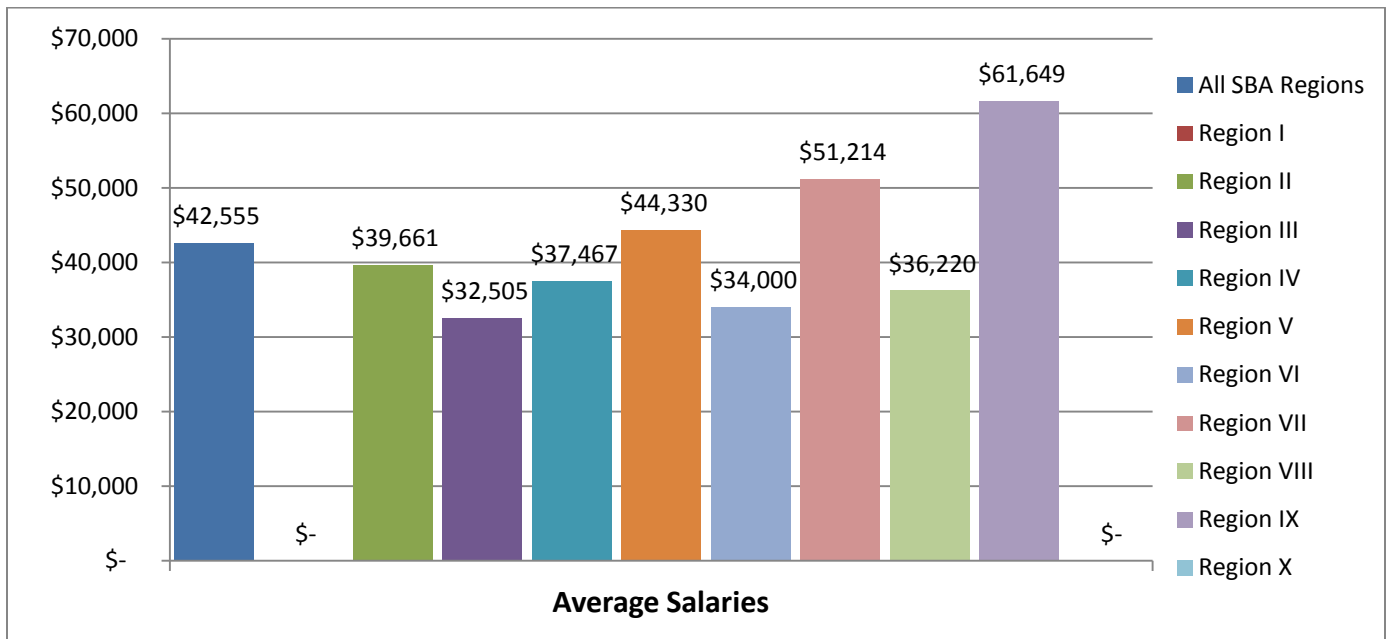


Statistical Analysis

Number	32
Mean	\$ 36,989
Median	\$ 38,055
Std. Deviation	\$ 4,911
Minimum	\$ 28,000
Maximum	\$ 44,722
Percentile	50 \$ 38,055
	60 \$ 39,126
	70 \$ 39,959
	80 \$ 41,788
	90 \$ 42,058

* For a list of job classifications included, please refer to Appendix A

Marketing Research/Project Coordinator 2013

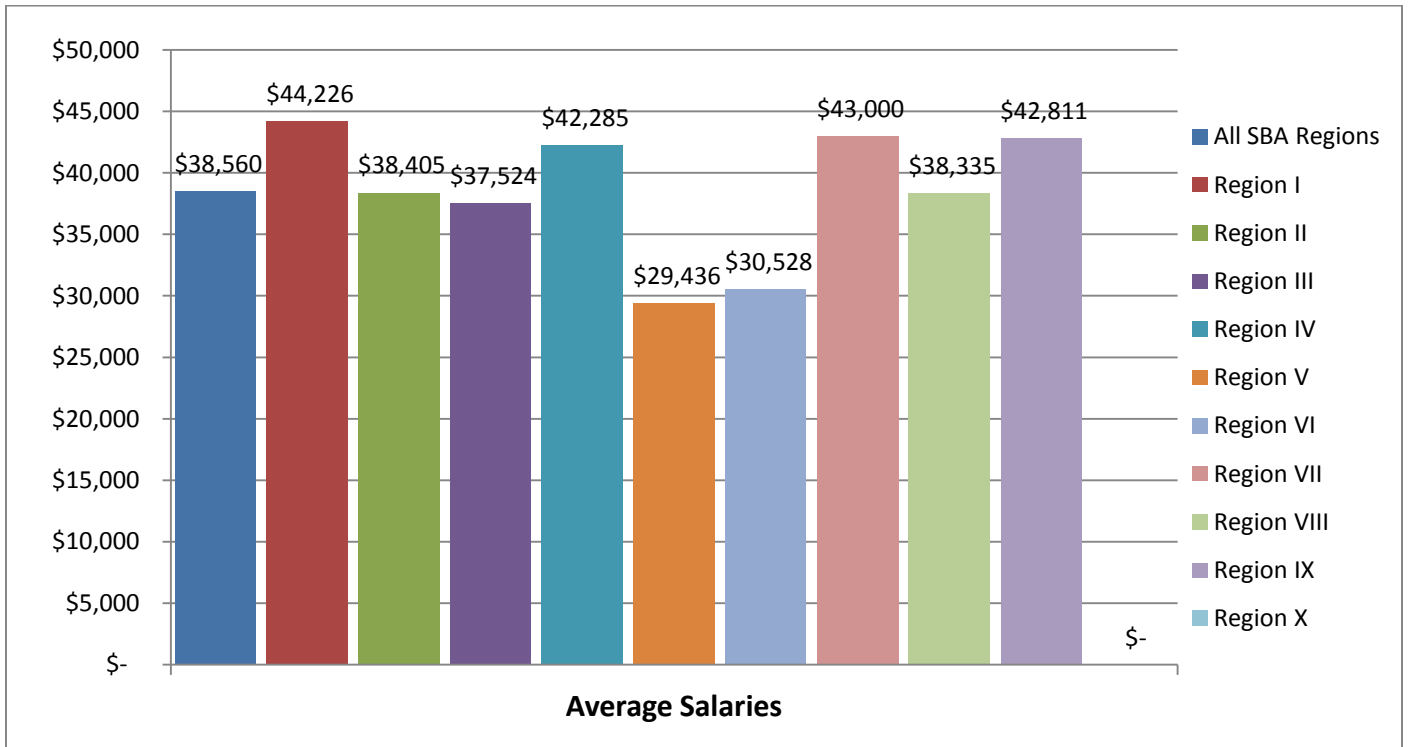


Statistical Analysis

Number	27
Mean	\$ 42,555
Median	\$ 40,000
Std. Deviation	\$ 12,816
Minimum	\$ 23,836
Maximum	\$ 88,203
Percentile	50 \$ 40,000
	60 \$ 42,379
	70 \$ 43,128
	80 \$ 47,710
	90 \$ 54,514

* For a list of job classifications included, please refer to Appendix A

Office Administrator 2013

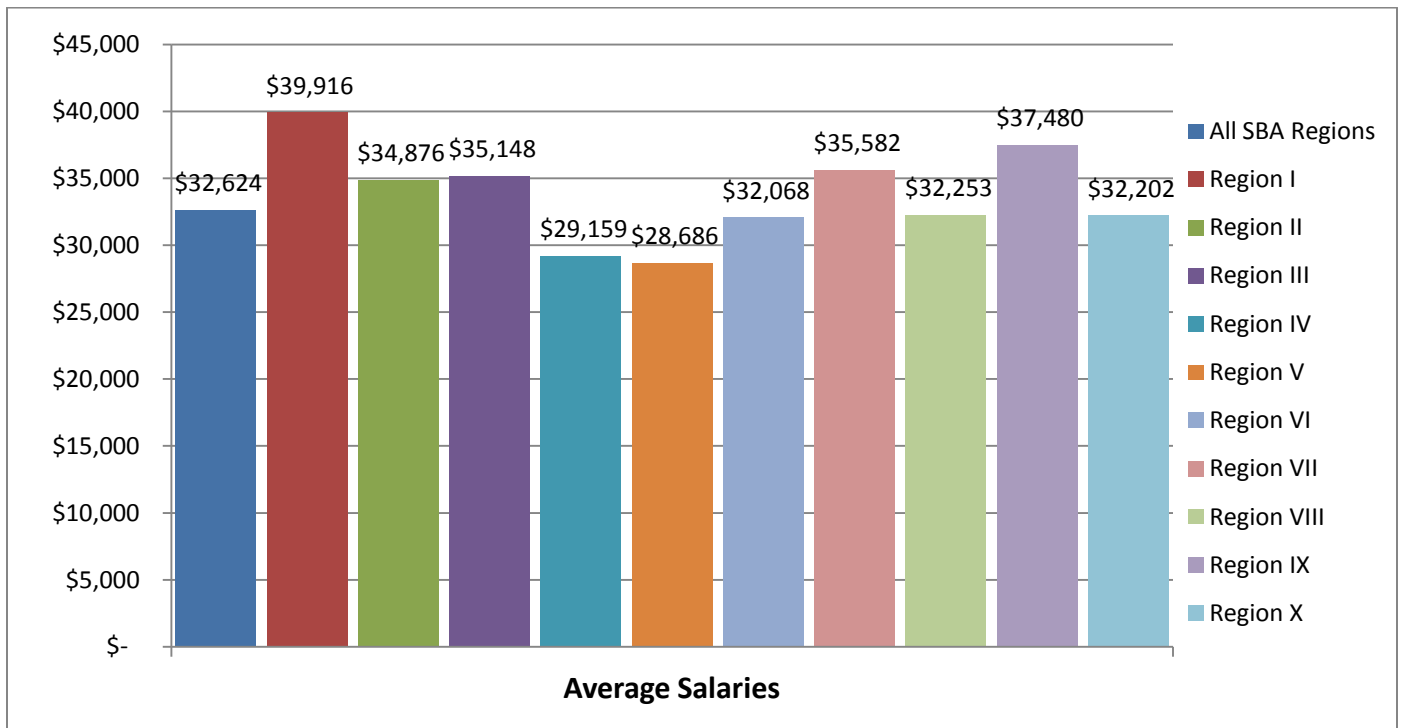


Statistical Analysis

Number	44
Mean	\$ 38,560
Median	\$ 37,633
Std. Deviation	\$ 11,003
Minimum	\$ 15,990
Maximum	\$ 75,448
Percentile	50
	60
	70
	80
	90

* For a list of job classifications included, please refer to Appendix A

Administrative Support 2013

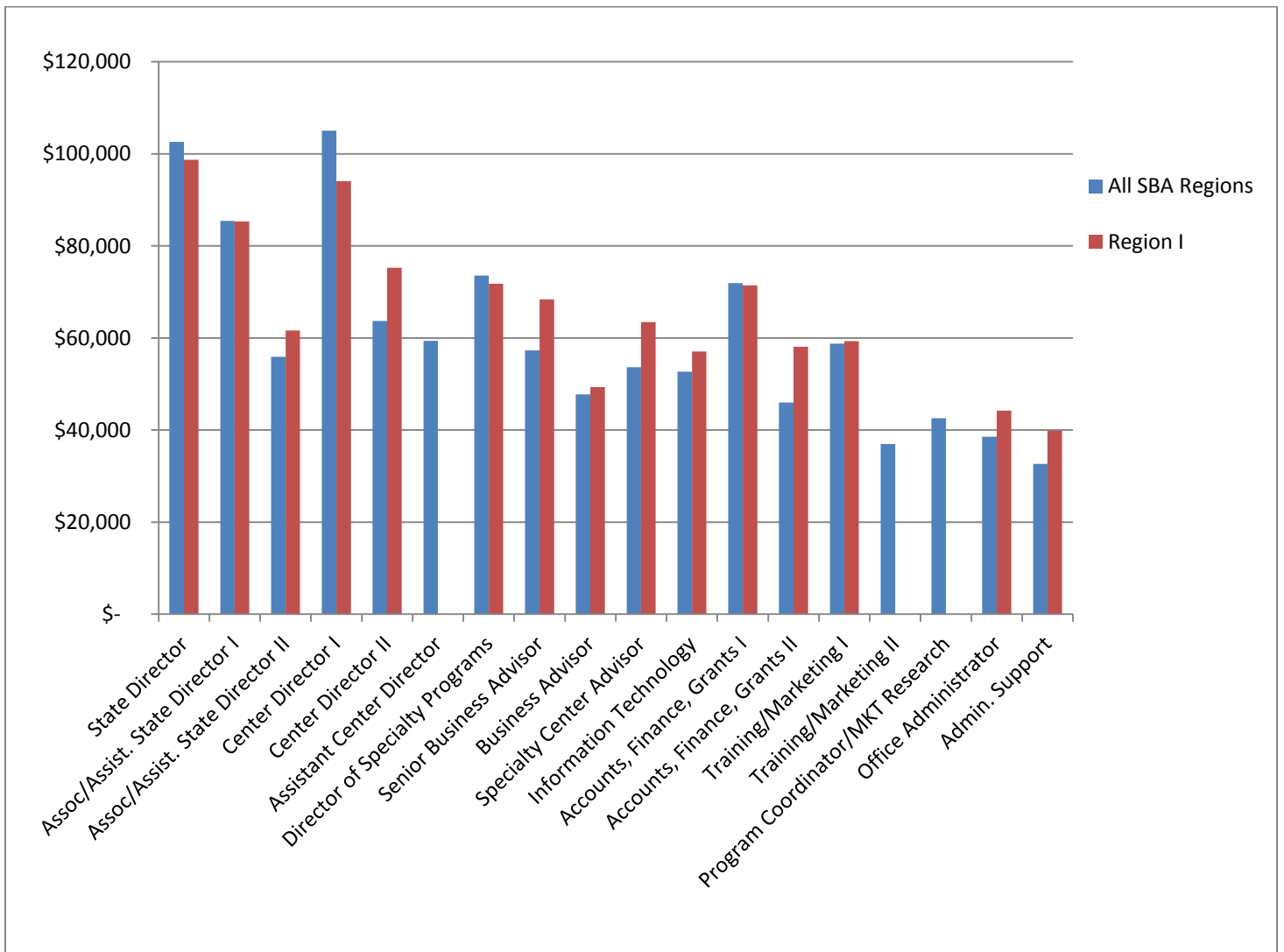


Statistical Analysis

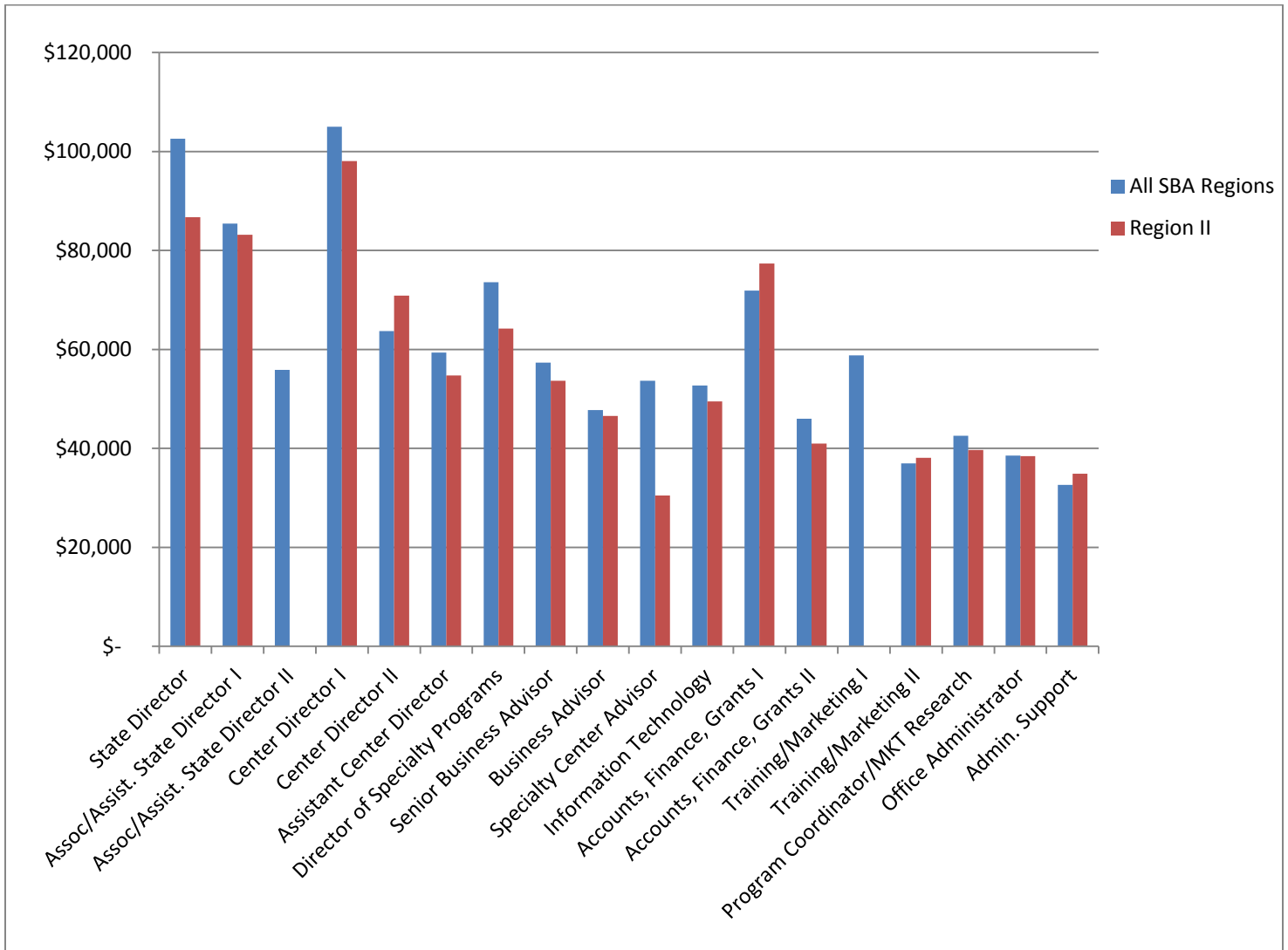
Number	220
Mean	\$ 32,624
Median	\$ 31,200
Std. Deviation	\$ 9,139
Minimum	\$ 12,000
Maximum	\$ 81,835
Percentile	50
	60
	70
	80
	90

* For a list of job classifications included, please refer to Appendix A

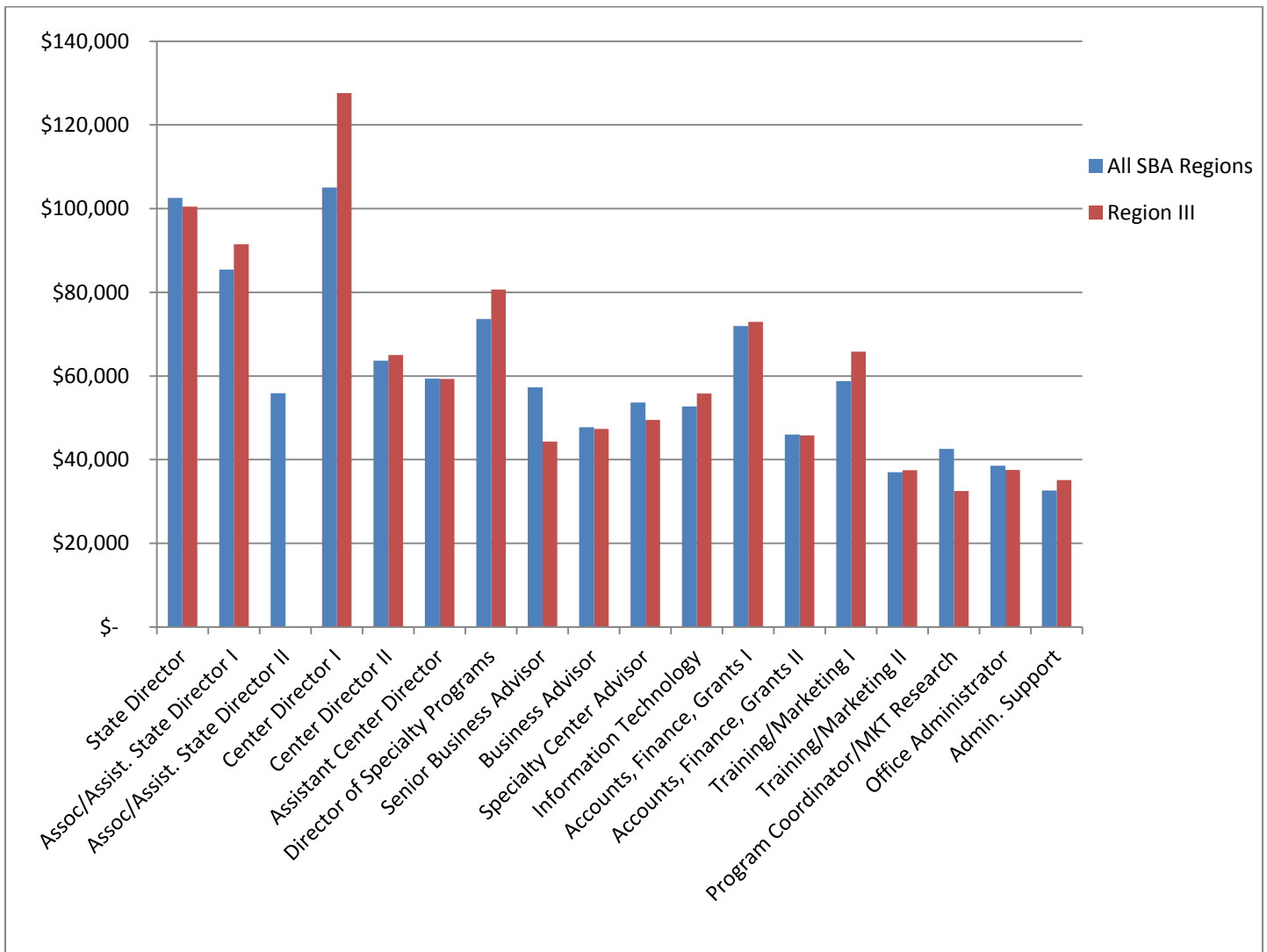
SBA Regions Compared to Region I 2013



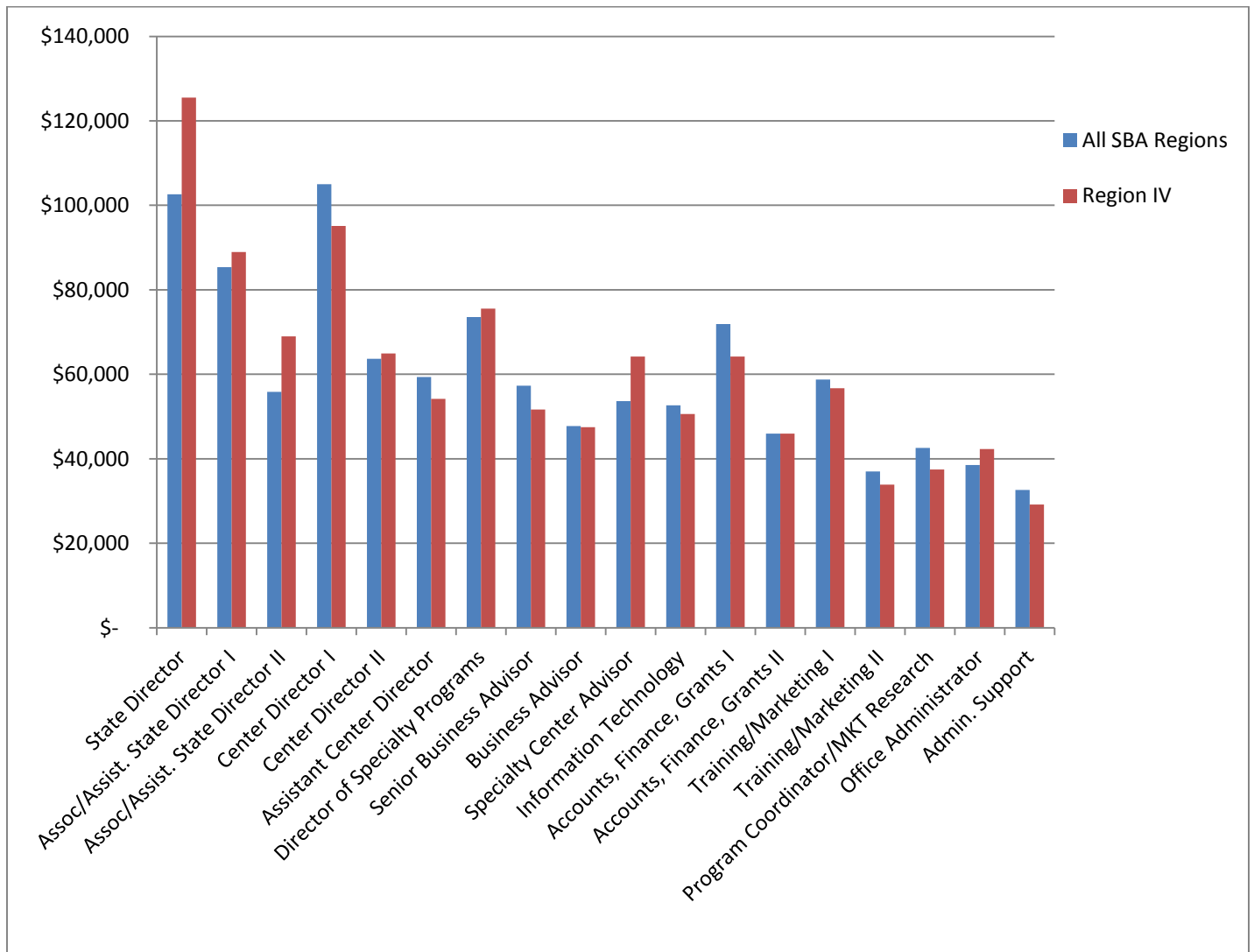
SBA Regions Compared to Region II 2013



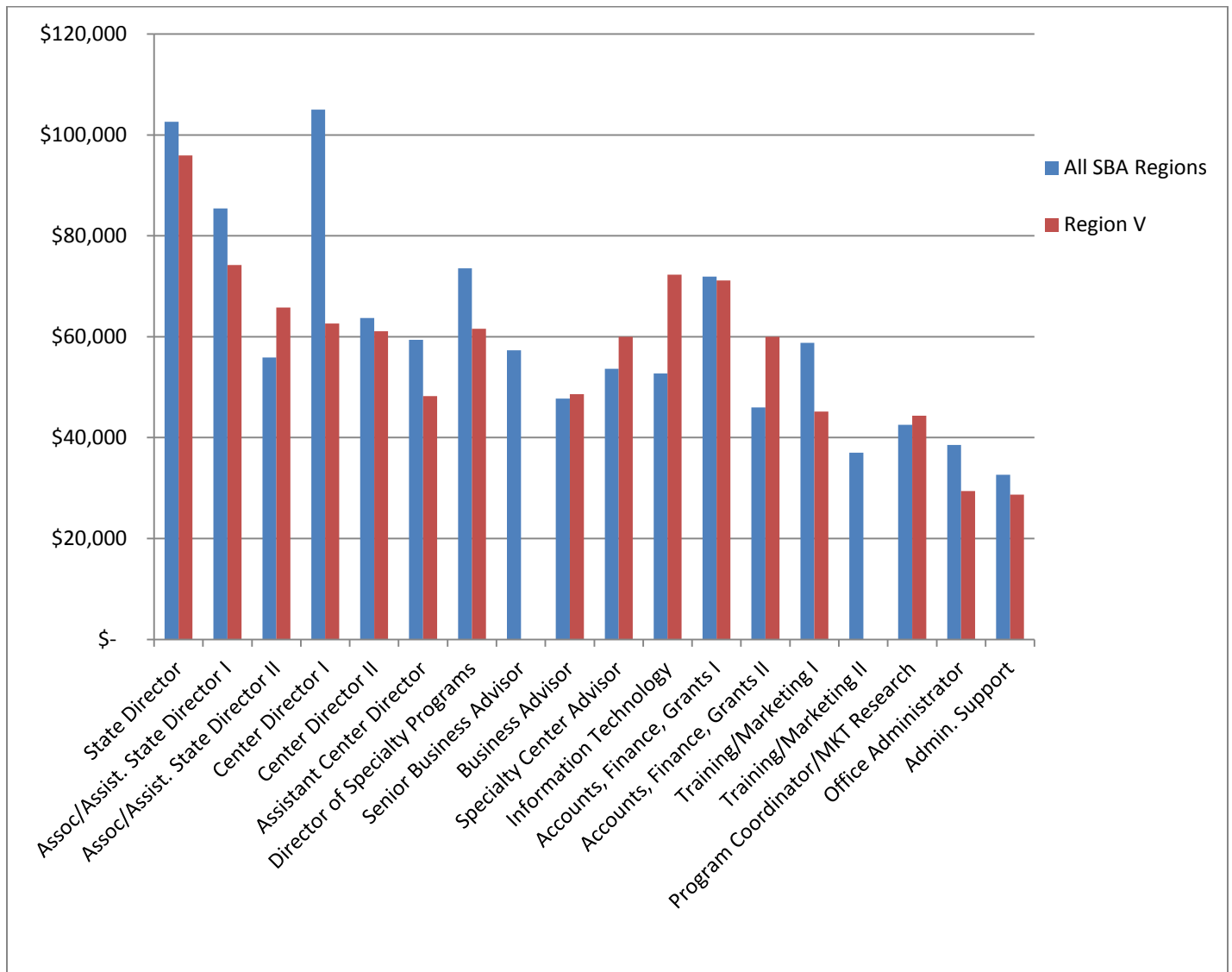
SBA Regions Compared to Region III 2013



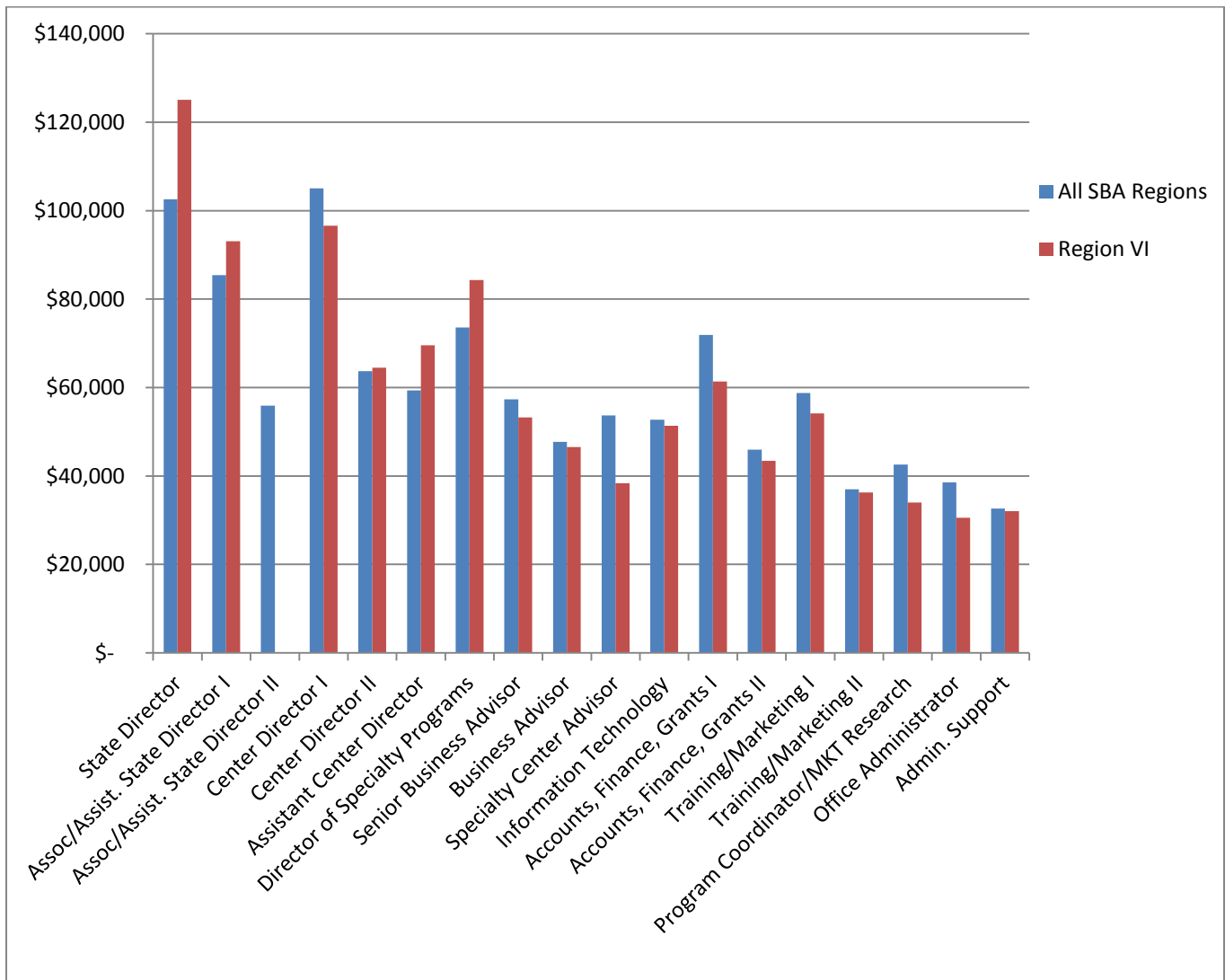
SBA Regions Compared to Region IV 2013



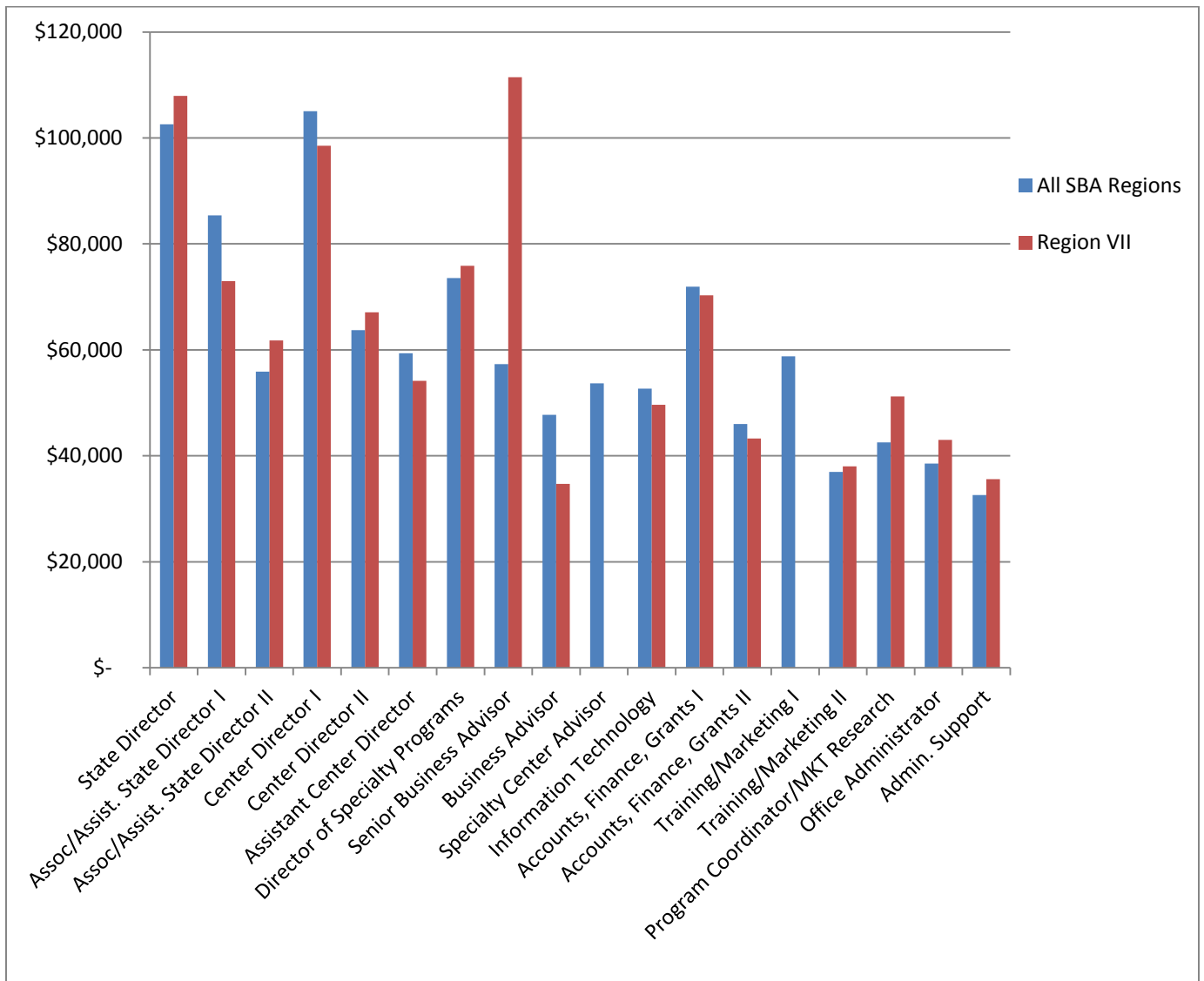
SBA Regions Compared to Region V 2013



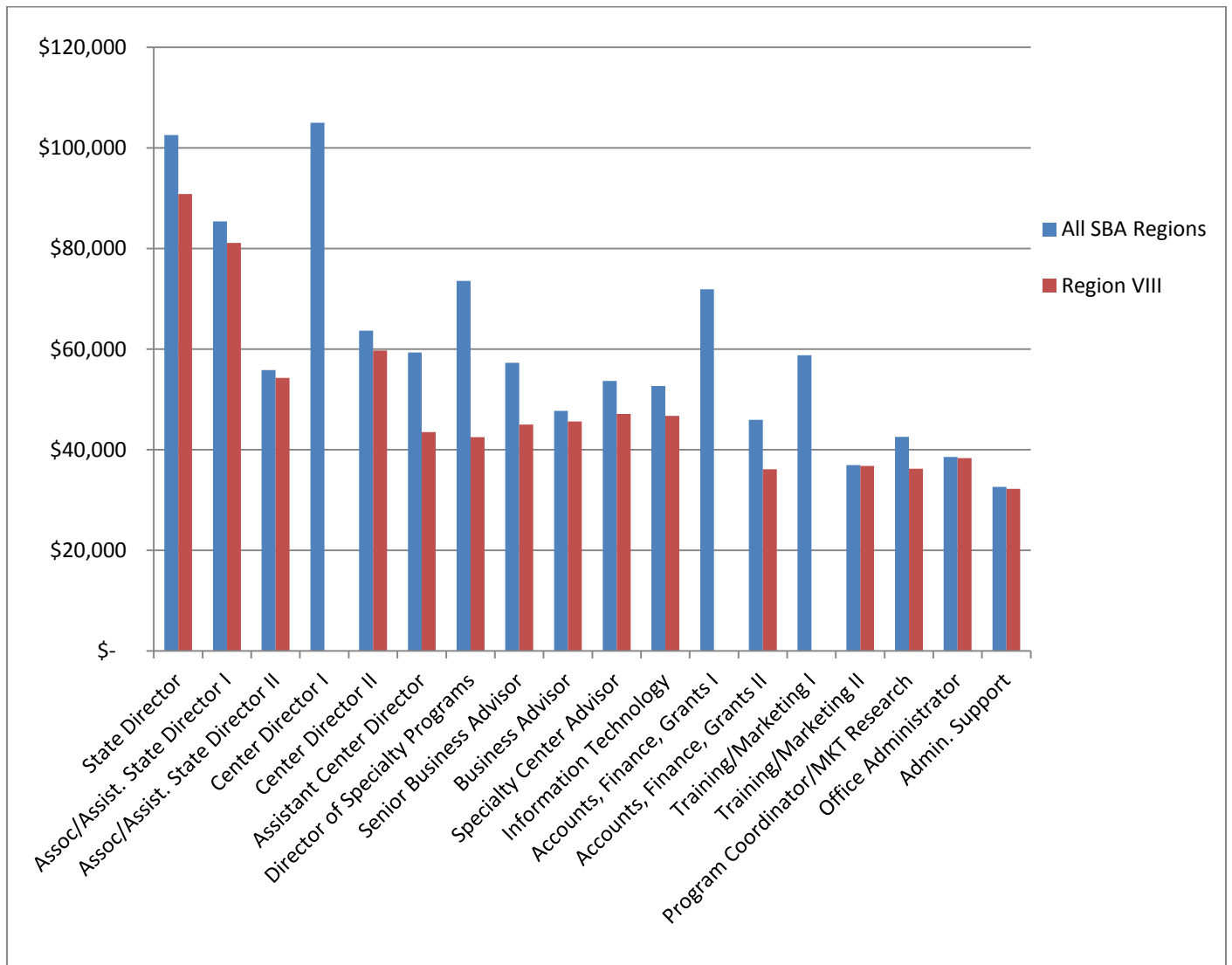
SBA Regions Compared to Region VI 2013



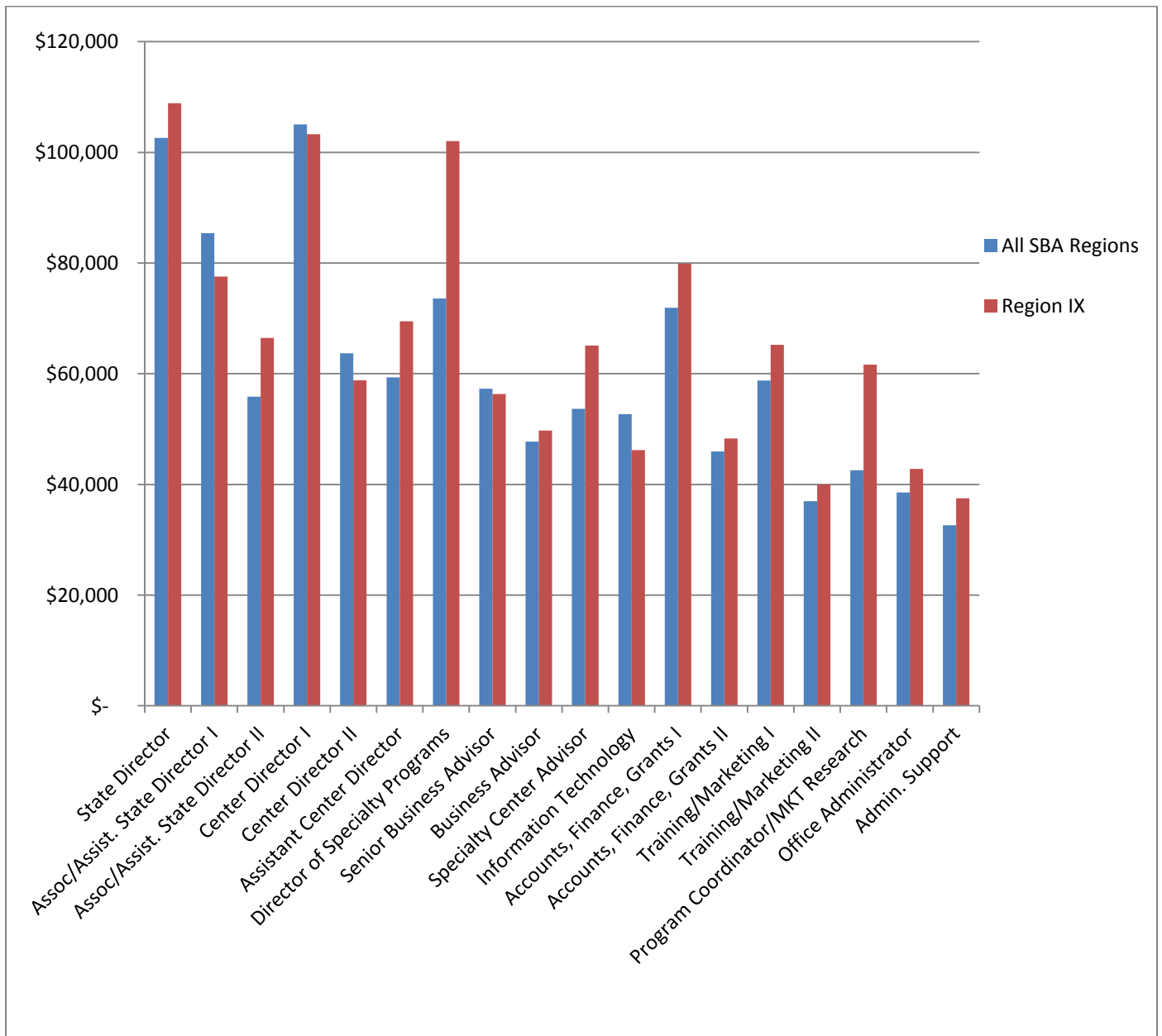
SBA Regions Compared to Region VII 2013



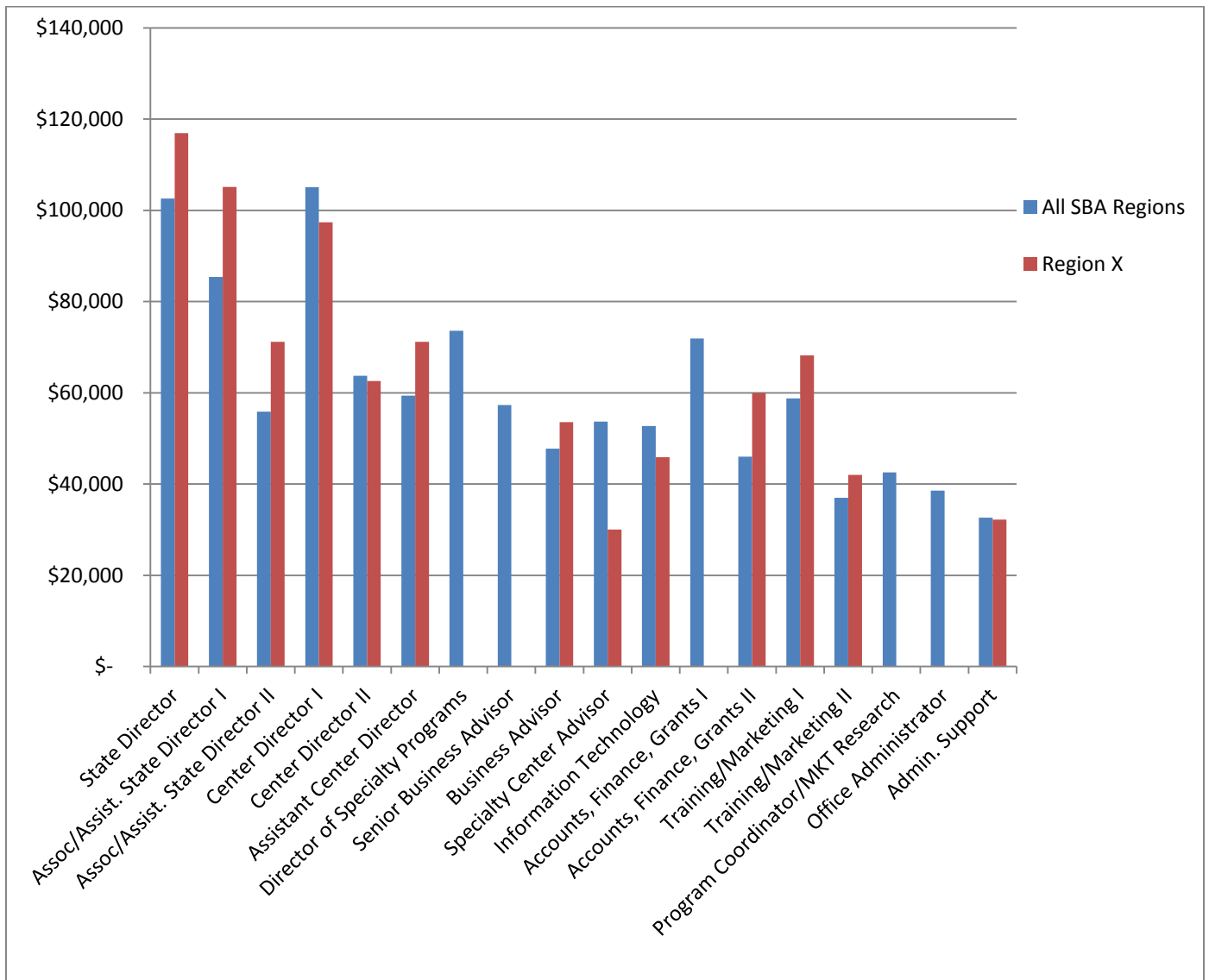
SBA Regions Compared to Region VIII 2013



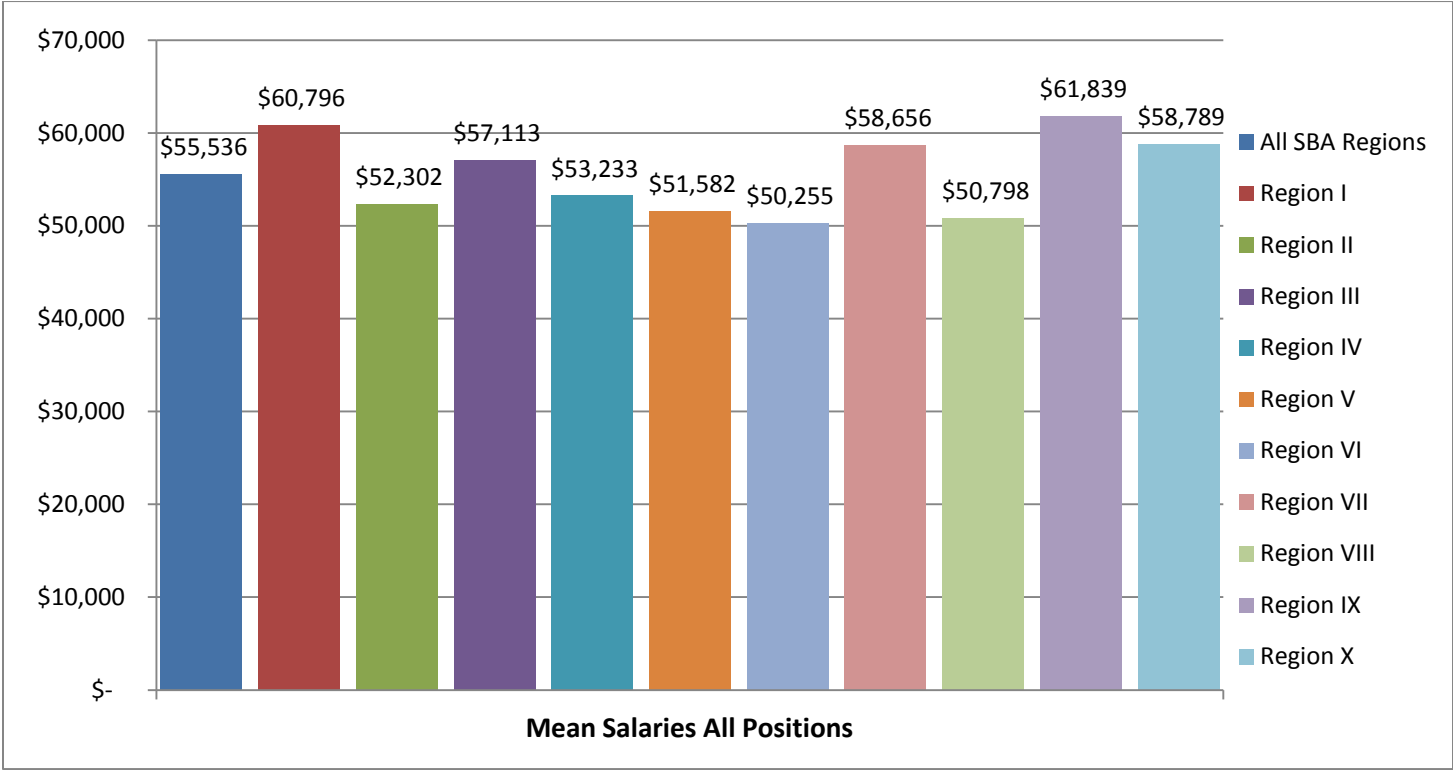
SBA Regions Compared to Region IX 2013



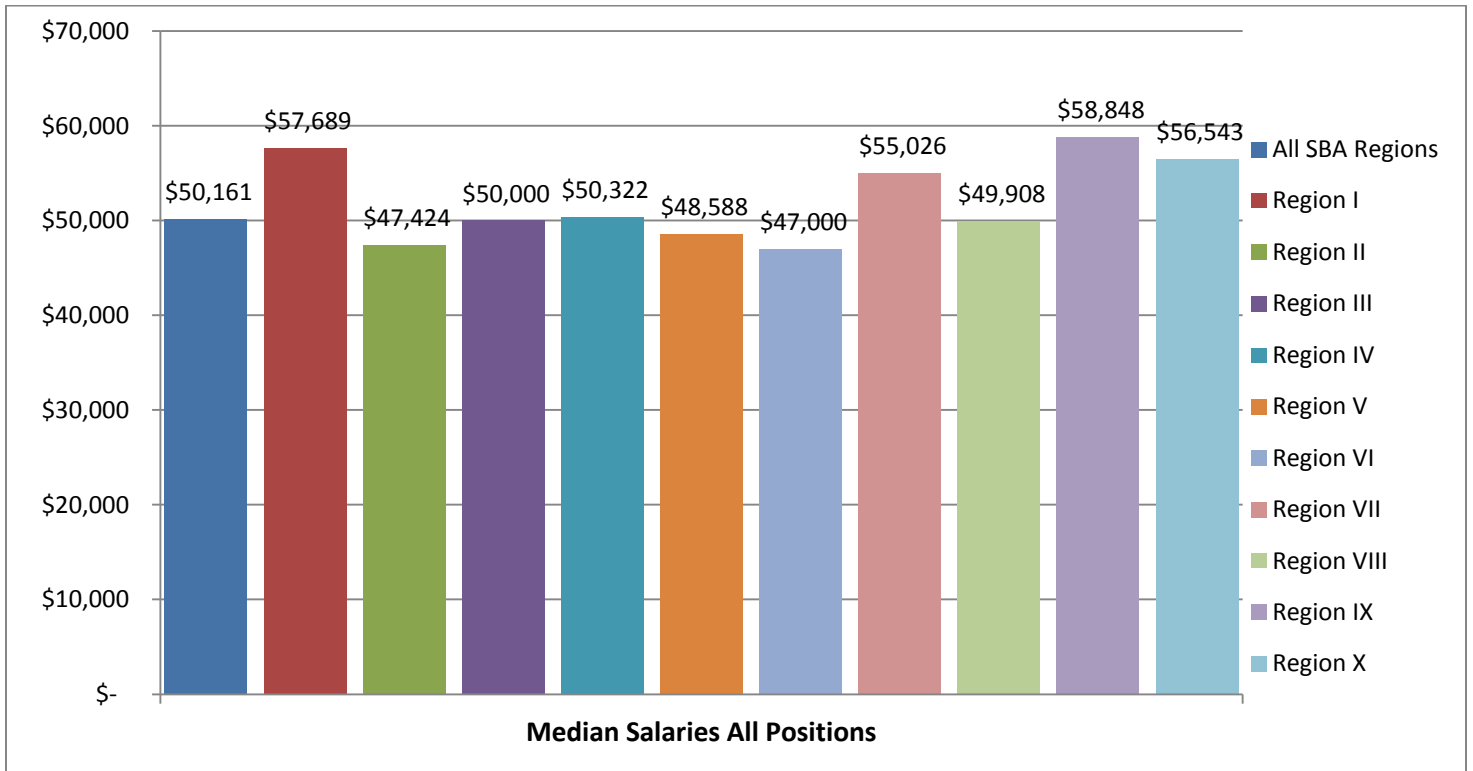
SBA Regions Compared to Region X 2013



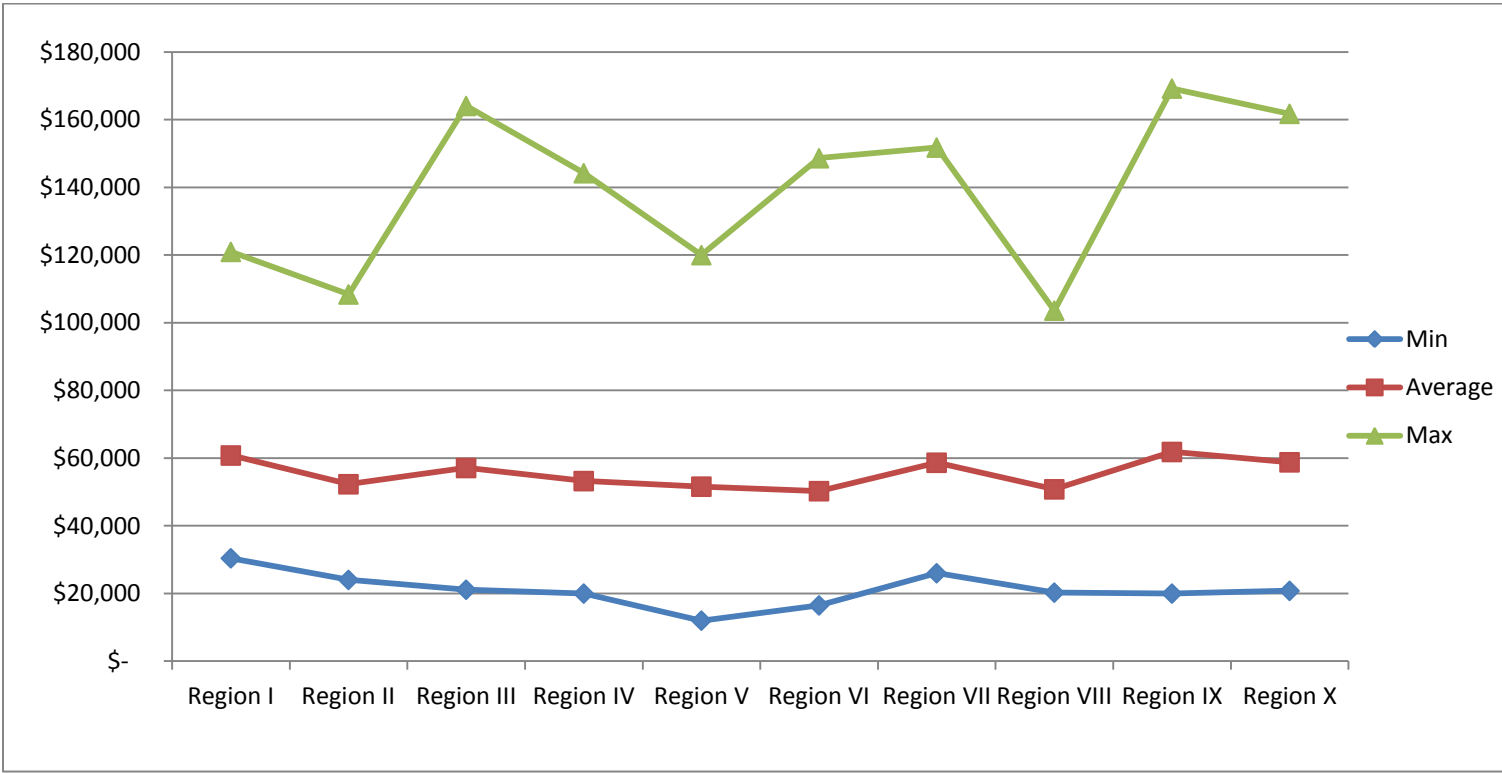
SBA Regions MEAN All Positions 2013



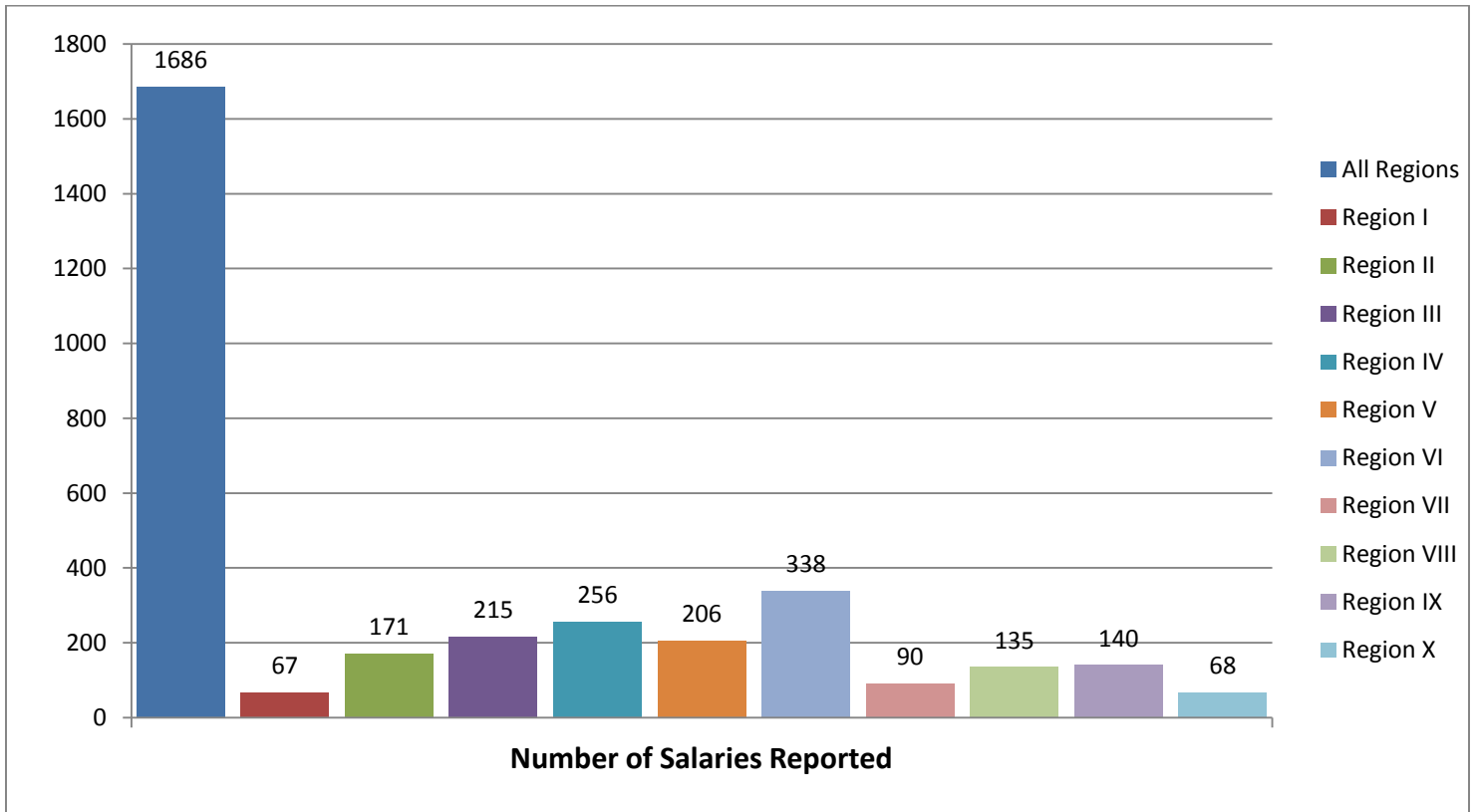
SBA Regions MEDIAN All Positions 2013



SBA Regions MIN MAX All Positions 2013



SBA Regions MIN MAX All Positions 2013



APPENDIX A Job Classification for Salary Survey 2011

The job titles produced by the SBDCs were varied and numerous. A list was produced from the SBDC key personnel data that was submitted. A second list was created to condense the categories for data processing in the salary survey. The following categories were decided upon by the Director of the SBDC National Information Clearinghouse (SBDCNet).

State Director Job Classification includes:

Executive Director
State Director
Regional Director (CA & TX)

Associate/Assistant State Director Level I Job Classification includes:

Assistant State Director
Associate State Director

Associate/Assistant State Director Level II Job Classification includes:

Assistant State Director
Associate State Director

Center Director Level I Job Classification includes:

Center Director
Center Manager
Executive Director of Center
Program Director
Program Manager

Center Director Level II Job Classification includes:

Center Director
Center Manager
Executive Director of Center
Program Director
Program Manager

Assistant Center Director Job Classification includes:

Assistant Center Manager
Manager of Consulting Services

Business Advisor Job Classification includes:

Administrative Business Specialist
Advisor
Associate Counselor
Blended Learning and Consultant Specialist
Blended Learning and Consultant Specialist
Business Analyst
Business Assistant Specialist
Business Development Specialist

Business Economic Development Specialist
Business Incubator Manager
Business Technology Manager
CITD Specialist
Client Supervisor
Consultant Manager
Consulting Coordinator
Counselor
Intake Consultants
Lead Business Consultant
Management Consultant
Management Specialist
Outreach Center Counselor
Outreach Center Counselor
Part Time Analyst
Program Specialist
Program Specialist
Project Manager
Specialist
Technology Counselor
Trade Services Manager

Specialty Center Advisor Job Classification includes:

Agribusiness Consultant
Environmental Compliance Specialist
Environmental Consultant
Export Specialist
Government Sales Advisor
International Trade Center Specialist
International Trade Specialist
Research Analyst
Research Director
Specialty Program Consultant

Information Technology (IT) Job Classification includes:

Communication Development Coordinator
Communications
Communications
Computer Analyst
Data Administration
Data Specialist
Director of Technology
GIS Specialist
Information Consultant
Information Coordinator
Information Coordinator

Information Manager
Information Specialist
Information Systems Specialist
Information Technology
Information Technology Manager
Internet Business Manager
IT Administrator
IT Operations Manager
LAN Administrator
Manager of Communications
Manager Technology Based Development
Media Specialist
Micro Systems Analyst
MIS Manager
PC Specialist
Programmer
System Administrator
System Analyst
System Support Specialist
Technical Support
Technology Coordinator
Technology Team Manager
Web Design

Grants, Finance and Accounting Level I Job Classification includes:

Accountant
Accounting Specialist
Area Finance Officer
Budget Administrator
Budget and Human Resources Coordinator
Business Administrator
Comptroller
Controller
Director of Finance
Finance/Communications Specialist
Financial Analyst
Financial Control Manager
Financial Coordinator
Fiscal Coordinator
Loan Officer
Performance and Finance Analyst
Principal Accountant
Senior Accountant
Senior Financial Analyst
Senior Grants Accounting Technician

Accounting, Finance and Grants Level II Job Classification includes:

Accounting Clerk
Accounting Technician
Business Manager
Financial Assistant
Fiscal Assistant
Fiscal Specialist
Fiscal Technician
Support Accountant

Office Administrator Job Classification includes:

Administrative Manager
Administrative Services Director
Assistant Office Manager
Director of Administration
Network Operations Manager
Office Administrator
Office Manager
Operations Coordinator
Operations Director

Senior Business Advisor Job Classification includes:

Senior Business Advisor
Senior International Trade Advisor
Senior Management Consultant

Training Coordinator/ Marketing Level I Job Classification includes:

Director of Training and Communication
Director of Training and Marketing
Director Region Training
Educational Program Manager
Network Training Director
State Training Director
Statewide Event Planner
Training & Special Projects

Training Coordinator/ Marketing Level II Job Classification includes:

Assistant Director for Marketing and Training
Assistant Training Coordinator
Business Development Trainer
Business Trainer
Business Trainer
Educational Coordinator
Educational Program Coordinator
Event Planner
Retail Training Program

Seminar Coordinator
Trainer Product Developer
Training Assistant
Training Coordinator
Training Director
Training Manager

Administrative Support Job Classification includes:

Administrative Assistant
Administrative Support Specialist
Clerk
Client Services Assistant
Customer Service Specialist
Executive Aide
Executive Assistant
Network Coordinator
Office Specialist
Secretary
Secretary/Clerical
Secretary/Clerical P/T
Senior Secretary
Senior Staff Assistant
Staff Assistant
Support Staff

Director of Specialty Programs Job Classification includes:

Applied Research Director
Director of Counseling
Director of International Trade Center
Director of Special Projects
Management Consultant Director
SBDC CITD Manager

Program Coordinator/ Marketing Research Job Classification includes:

Marketing Promotions
Program Development manager

Job Titles Not Included:

Publications & Web Manager Publications Typist Special Projects Assistant SBA Liason	Procurement Specialist STEPS Program Assistant Project Director Research Librarian, College Entrepreneurship Research
--	--

STATISTICAL DEFINITIONS

MEAN: Often referred to as "Average" except in situations where one or two extremes are found within the group.

MEDIAN: Middle figure of all values used.

STANDARD DEVIATION: a measure of the value spread

MINIMUM: Smallest value in the distribution.

MAXIMUM: Largest value in the distribution.

PERCENTILES: Percentage of cases that fall below a given mark.

Data Considerations:

- All Part-Time positions were excluded from the analysis of the salary survey.
- Titles with 3 or fewer occurrences were considered to be outliers and also excluded.
- All thresholds to determine "Level I" and "Level II" were based on natural breaks in salary data.
- Graphs with "0" instances of a job classification means that there were no clearly identifiable job titles for that category for that region's graph.
- "Average Salaries" refer to the average salaries for each respective category and region rather than the entire network average. For example, the "State Directors" graph reports the average State Director salaries for XXX region. All averages were done by calculating the individual category salaries reported.